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Recreation and War Production

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RECREATION has a vital part to play in the war production program. Industrial workers need recreation during their leisure hours to be effective on the job. Wholesome recreation helps keep people in the healthy condition necessary for good work. Recreation is one of "those things industrial experience has proved are hard-boiled production necessities." It affords a balance wheel to the high tension of industrial activity.

Recreation contributes to morale. All workers regardless of the type of work at which they are employed, from the general manager to the ditch-digger, want an opportunity for free, enjoyable activity outside working hours. They want sociability and a chance to engage in their favorite sports or hobbies. Even more, they want a safe, attractive place for their children to play and a pleasant environment for their wives.

In the war effort the army of production is of equal importance to the regular army and it is several times larger. The men in overalls and in white collars need recreation just as much as the men in uniform. Millions of dollars have been spent from both public and private funds to provide recreation buildings, facilities, and programs for service men in camps and in communities. The President of the United States recognizes that "healthy recreational pursuits" for workers in war industry as well as for the men in uniform contribute to the war program. After referring to various forms of recreation he stated: "All of them have a necessary and beneficial part in promoting an over-all efficiency by relieving the strains of war and work." Yet, so far, comparatively little has been done for wartime workers and their families.

WAR INDUSTRIES CREATE SPECIAL NEEDS

There are several reasons why recreation has become even more important now than in normal times, and particularly in industrial communities.

A housing shortage has crowded many workers and their families into trailers, shacks, or in one or two rooms in substandard dwellings. Home recreation is impossible for such dwellers, who must seek recreation elsewhere.

Again, although many workers are employed on night shifts, most recreation programs are scheduled for daytime workers. Thus night workers find little to do during the day unless special programs are provided for them.

Many recreation areas formerly provided by companies have been appropriated for building sites as plants have had to be expanded. The result is that there are more workers to play and less space to play upon.

Many workers are employed long hours seven days a week. They must also in many instances travel long distances in getting to and from work. They are usually tired when they leave the job and so have little incentive to make constructive use of their time. They are thus likely to become stale, break down, or go on a "bust."

Thousands of men and women have left their families and home communities to work in war industries. Missing the normal relationships, home duties and group activities to which they have become accustomed, these workers tend to become lonesome and to drown their sorrows in the beer halls.

Because of tire and gas rationing, people can no longer drive to the outlying parks, picnic areas, beaches and other accustomed recreation centers. This means they must seek recreation near their homes in their own neighborhoods, where facilities are often limited or entirely lacking.

High wages have brought to many workers, especially the young, more money than they have been accustomed to. Lacking the opportunity for wholesome recreation, they tend to excessive indulgence in undesirable activities which lower their efficiency.

Employment of mothers has resulted in thousands of homes having both parents away at work. Children are left footloose after school hours, and all day long in the summer vacation period. This lack of guidance has brought about a rise in juvenile delinquency.

A final reason is the resentment often felt by the older residents in a community toward large numbers of temporary workers. Their unfriendly attitude frequently prevents the new workers and their families from making full and enjoyable use of the community's recreation resources.

All these conditions are not found in all war industrial communities but they are common problems today. If they are not solved, workers become discontented and production suffers.

Recreation Activities Workers Want

Long experience in providing recreation for workers and their families has indicated the types of activities that men and women of different ages commonly enjoy and that merit a part in any recreation program designed to meet their needs. In any community or industry, workers should be given an opportunity, however, to express their recreation preferences. Among the most popular activities are:

ACTIVE GAMES AND SPORTS

Outdoor team sports: softball—baseball—soccer—touch football.

Individual sports: golf—tennis—horseshoe pitching—rifle shooting.

Indoor activities: bowling—basketball—badminton—volley ball—table tennis.

Swimming and boating.

Winter sports: ice skating—hockey, etc.

SOCIAL ACTIVITIES

Dancing.

Table games: chess—checkers—cards.

Square dancing—social games—parties—banquets.

MUSIC

Singing in a glee club, chorus or informal group—community singing.

Playing an instrument alone, or with a band, orchestra, or other ensemble.

Listening to concerts.

ARTS AND CRAFTS

Metal craft—model aircraft—making model sailboats—woodwork—making toys for children.

Sewing—weaving—millinery—needlework.

Painting—sketching—clay modeling, etc.

DRAMA

Play production, including acting, making scenery and costumes, lighting, stagecraft, etc.

Watching plays, amateur talent shows or motion pictures.

Making and operating puppets.

Telling stories to children.

NATURE AND OUTING ACTIVITIES

Fishing and hunting.

Caring for flower or vegetable gardens.

Picnicking—hiking—camping—nature activities.

EDUCATIONAL ACTIVITIES

Reading and study for pleasure.

Lectures and discussion on topics of common interest.

HOBBIES

Photography.

Stamp collecting.

Poultry raising, etc.

SERVICE ACTIVITIES

Helping with children's playgrounds.

Other local defense projects.

Serving on plant or community recreation committees.

Serving as club leaders or athletic officials.

Essential Factors for a Recreation Program

A successful recreation program requires careful planning and effective administration by some agency or group. Fundamentally, the municipal recreation department is responsible for providing recreation for all the people, including industrial workers. Local programs are also administered by industries, workers' organizations, associations representing several industries, or private organizations. One of the first steps in setting up a program for workers is to determine the best organization to administer it.

Leadership

Competent leadership is the most important factor in determining the success of a recreation program. A trained and experienced leader who understands the needs and interests of workers is desirable. Many industrial recreation programs have failed because they were turned over to individuals who lacked leadership capacity or who had no training in the art and techniques of recreation leadership. A leader must have other qualifications than being a star athlete.

But employed leaders cannot do the entire job. The skilled director will seek out the natural group leaders and enlist their services as volunteers to help with athletic leagues, dances, or other program features. He will also make sure that workers contribute ideas and share in setting up and conducting the program.

Facilities and Equipment

Indoor and outdoor facilities available largely determine the nature and extent of the program. Facilities needed for an outdoor program include athletic fields with areas for baseball, softball, football, tennis, horseshoes, and other sports; swimming pools or beaches; golf courses; camp sites; and playgrounds for children. Indoor facilities needed are gymnasiums, auditoriums with stage, clubhouses, and rooms for hobby groups, social gatherings, and table games. All community resources for recreation—whether on plant, school or other public property or controlled by churches or other local organizations—should be fully utilized.

Funds

Money is needed to provide buildings and outdoor facilities, to operate and maintain areas and facilities, to pay leaders, and to purchase games and other essential supplies. The municipality, the industries, and the workers frequently share in meeting these costs. The extent to which each entity or group shares depends in part upon the type of recreation organization set up to administer the program.

Special Interests of Workers

Programs should be built around the expressed desires and interests of the workers. Although certain forms of recreation are known to be popular with large numbers of workers, the interests of a particular group will vary with the sex, ages, education, and recreational experience of the workers comprising it.

Working Hours

The extent to which plants are operated around the clock will influence recreation planning. Recreation activities must be staggered in plants with three shifts. Since most community programs for adults are scheduled in the evening, special arrangements must be made for night-shift workers. The amount of overtime also influences the types of recreation desired by the workers.

Location of Recreation Facilities

Facilities are best located as near as possible to the homes of the people who are to use them. If many employees live near the plant, the facilities should also be near the plant. If most employees spend considerable time in traveling to and from their work and if there are no recreation facilities near their homes, it may also be advisable to provide facilities at or near the plant.

ESTABLISHING THE RECREATION PROGRAM

Municipal Recreation Department

A recreation department administered by a recreation, park or school board or some other public authority is the most effective agency for meeting the needs of industrial workers. Recreation provision is widely accepted as an essential municipal function, and industrial workers, as part of a community, are entitled to benefit from these services.

A recreation department also has the needed facilities: playgrounds, indoor centers, picnic areas, swimming pools, golf courses, and other types.

Increasingly, cities have established recreation departments to furnish recreation to their citizens, and since owners of industrial plants are often the biggest local taxpayers, they feel their workers should be served from tax funds. Moreover, furnishing recreation is *the* job of a city recreation department but not the main job of industry.

From the point of view of industrial workers, their normal desire is to play with their families and friends, and they naturally prefer to get away from the plant after working hours.

Today, recreation departments are expanding their services, adjusting their schedules, and setting up special programs for workers in war industries. They encourage workers and their families to join existing recreation groups, to take part in neighborhood and city-wide activities, and to share in the life of the community. Recreation buildings are opened in the mornings and kept open after midnight for workers on night shifts. Children's playground programs are conducted, especially in neighborhoods where war workers live. Get-togethers are arranged for wives of workers who are organized into clubs and classes. Indoor recreation centers are provided for basketball, dancing, social recreation, drama, music, and hobby groups. Training courses are conducted for mothers to encourage home play, and institutes are held for training sports officials for industrial leagues. Lists of indoor and outdoor recreation facilities, programs, and special events are distributed and leadership and equipment furnished for group picnics, outings, and social activities of industrial groups.

These services are usually rendered with the help of volunteer leaders. Since workers generally participate as members of the community and not as employees of a particular industry, these activities help to introduce them and their families to the life of the neighborhood or city. But limited budgets and personnel prevent the programs from reaching many of the people who need them most.

Municipal programs require public support. War conditions and increased population of communities have placed a heavy burden on limited recreation budgets. Industrial leaders are supporting budget requests for larger recreation appropriations and are supplementing existing budgets by contributions. In one small city with a large war industry, a recreation board has been appointed and the company has agreed to underwrite 80% of the cost of maintaining the recreation facilities. Industry has such an important stake in the recreation of its workers that it cannot afford to let the recreation department service fail because of inadequate financial support. It can also exert its influence to make sure that only competent leadership is employed by the municipal authorities.

Industrial Plants

Recreation facilities, programs, and leadership have long been provided by industrial concerns. The belief that plant recreation helps to improve employer-employee relations and inter-departmental cooperation and to develop company morale has prompted many of these companies to provide recreation for their workers. The value of industrial recreation has also been recognized by the Federal Government, since Defense Plant Corporation funds may include recreation facilities if the amounts and the type demanded are held to be reasonable.

Facilities most often provided by industry include athletic fields, gymnasium buildings, and club houses, billiard rooms and bowling alleys. There are frequently large areas with facilities for picnicking, camping, boating, swimming, and other sports. The activities most commonly included in company programs are bowling, softball, basketball, baseball, golf, picnics, dancing, and social gatherings.

Regardless of whether there is a local recreation department, industry in cooperation with its employees may well furnish supplementary service for its workers for noon-hour recreation; arrange for special events such as picnics, outings, and social gatherings; organize inter-department or company teams in various sports; and encourage its workers to participate in community activities.

Alert recreation departments stand ready to assist industries desiring to provide special activities for their workers. One recreation department, for example, has long offered to local industries:

1. The assigning to employees of individual companies a special place and period for their exclusive recreation use.
2. Assistance in helping organize and conduct inter-departmental leagues and tournaments for industrial groups.
3. Aid in establishing a company recreation association and guidance in planning and conducting its programs.
4. Help to firms in planning parties, dances, outings.
5. Technical assistance in the laying out of courts, fields, and other facilities.

City-wide industrial recreation associations, some of which have been operating successfully for many years, have also been organized with the help of recreation departments. Their primary purpose is to provide leadership, an enriching program, and adequate facilities for conducting the recreation for employees of member firms. Such associations are representative organizations, with control usually vested in a general committee composed of delegates from each member firm. One or more members of the recreation department staff are sometimes assigned to help the association organize inter- and intra-plant activities for which municipal areas and facilities are commonly used.

Where other resources are lacking, industry itself must shoulder the burden. Many industrial plants are located in towns and cities without a public recreation department and where there is no immediate possibility of securing one. Other plants are in cities where local recreation authorities are not rendering adequate service. Some wartime industries are built in outlying areas where no recreation facilities are available. In all such cases, employees and their families will have little or no recreational opportunities unless they are provided by the company. Realizing the need, many industrial concerns are providing the leadership and the indoor and outdoor facilities essential to a recreation program.

A Cooperative Plan

Wichita, Kansas, affords an example of a city, with greatly expanded war industries, where the municipal authorities, industries, and employee organizations are cooperating in meeting the need for recreation. The local park department has employed a full-time superintendent of recreation and supervisors of athletics and sports, dramatics, and arts and crafts. It has sponsored a winter program of indoor recreation, using a number of schools as neighborhood recreation centers and has acquired new properties for development as neighborhood recreation areas. It has made its facilities available to teams organized in the local industries.

Three aircraft plants in Wichita have employed recreation directors and have provided excellent recreation facilities for their employees' activities which are conducted morning, afternoon, and evening. Special emphasis is given such sports as tennis, softball, horseshoes, baseball, and archery.

Employees have a share in financing and directing the program. For example, the Employees' Club of the Cessna Aircraft Company has a downtown recreation center with 2,300 members paying dues of 50 cents per month.

Wichita, like many other cities, has recognized recreation as having an important part in the war effort by establishing a recreation division in its local defense council.

What Industry Can Do

The need for recreation is great and conditions call for intelligent action. Industrial leaders can help solve the problem by:

1. Initiating steps to secure the establishment of a recreation department in cities where the municipal officials have made no provision for recreation.

2. Urging the appropriation of adequate municipal funds to provide a satisfactory recreation program, including service to industrial workers.

3. Insisting that only trained, competent workers be employed for recreation service.

4. Securing for industry representation on the advisory or administrative body responsible for the municipal recreation program.

5. Extending cooperation to employees in conducting activities to supplement the municipal program.

6. Providing recreation leadership and indoor and outdoor recreation facilities for their employees, where such service is not otherwise available.

The National Recreation Association with offices at 315 Fourth Avenue, New York City, will welcome requests for additional information or assistance in developing plans for recreation service for employed personnel and their families.

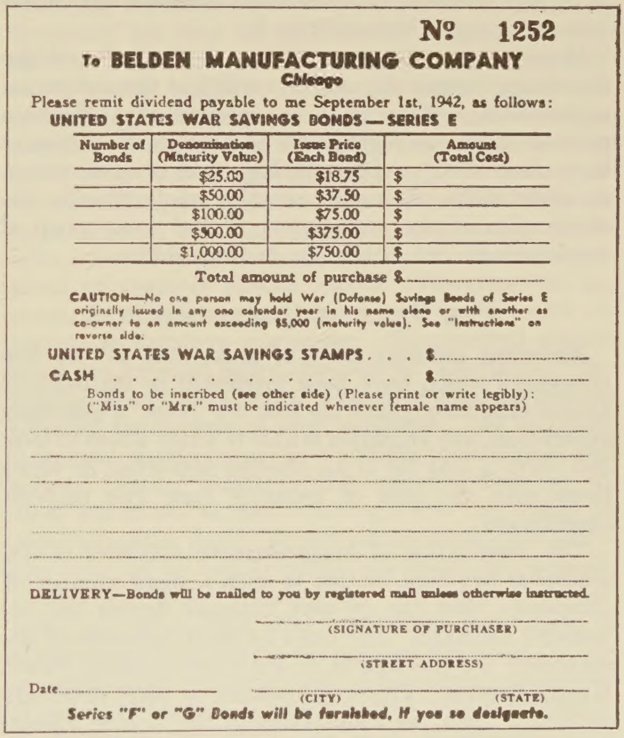
Dividends in War Bonds

THE PROBLEM of purchasing War Savings Bonds and Stamps by employees has been simplified in thousands of companies by payroll deduction plans which permit employees to assign for this purpose a designated portion of their wages or salaries. The Belden Manufacturing Company of Chicago has gone a step further and extended this idea to cover stockholders.

Its announcement of a dividend payable on September 1 offers stockholders the option of receiving the amounts due them in War Savings Bonds, War Savings Stamps or in cash. The order form provided for stockholders, reproduced in the adjoining column, permits each to indicate the manner in which he elects to have his share of the dividend paid to him, and the serial number assures ready identification of the signature. In case the Bond or Stamp order is not returned to the Company by a specified date, payment of the dividend will be made by check in the usual manner.

The working of this dividend allotment plan is simplified in this instance by the fact that the dividend declared is 37½¢ per share. This amounts, on the trading unit of 50 shares, to $18.75, or the purchase price of a $25 Bond. Similarly, dividends of 100 or 200 share lots would purchase $50 or $100 Bonds respectively. Purchase of Series "E" Bonds is intended, but the Company offers to purchase Series "F" or "G" Bonds if stockholders prefer.

The Secretary of the Treasury has expressed hearty approval of the plan and the hope that it will be widely adopted. The Treasury Department has estimated that if this sort of plan were generally adopted as much as a half billion dollars of Bond sales might be made within a year by this procedure.



№ 1252

To BELDEN MANUFACTURING COMPANY
Chicago

Please remit dividend payable to me September 1st, 1942, as follows:
UNITED STATES WAR SAVINGS BONDS — SERIES E

Number of Bonds	Denomination (Maturity Value)	Issue Price (Each Bond)	Amount (Total Cost)
	$25.00	$18.75	$
	$50.00	$37.50	$
	$100.00	$75.00	$
	$500.00	$375.00	$
	$1,000.00	$750.00	$

Total amount of purchase $

CAUTION—No one person may hold War (Defense) Savings Bonds of Series E originally issued in any one calendar year in his name alone or with another as co-owner to an amount exceeding $5,000 (maturity value). See "Instructions" on reverse side.

UNITED STATES WAR SAVINGS STAMPS . . . $

CASH . . . . $

Bonds to be inscribed (see other side) (Please print or write legibly):
("Miss" or "Mrs." must be indicated whenever female name appears)

DELIVERY—Bonds will be mailed to you by registered mail unless otherwise instructed.

(SIGNATURE OF PURCHASER)

(STREET ADDRESS)

Date

(CITY) (STATE)

Series "F" or "G" Bonds will be furnished, if you so designate.

Reducing Absenteeism[1]

SO LITTLE attention has been paid to any comprehensive consideration of the absence problem in the past that only recently has American industry come to realize the tremendous supply of manpower to be found among its absence lists. It is estimated that during 1941 there were 350,000,000 man days lost due to absence for illness alone. This figure is equivalent to the absence of nearly 1,250,000 persons every day during the year.

Tremendous as is this lost reserve of manpower, the problem is likely to become more serious. Much higher rates of absenteeism are predicted for 1942 and ensuing years. Workers of all kinds are being drawn into industry, many of whom have had no previous industrial experience. Among these workers, we are told, there is greater liability to sickness. Moreover, it is obvious that many of these workers, probably the great majority, are faced with the prospect of harder manual work, longer hours, longer work weeks and a greater need for concentrated effort than they have ever known in the past. And, not only in the course of readjustment to new conditions, but under the impact of sustained work and exertion, many of these workers will be absent and many of them will be ill.

Now that continuous operation is the order of the day, many former day-workers will find themselves on night shifts. Experience has proved that absentee rates are higher on night shifts. A number of companies have discovered a uniformly high rate of absenteeism on night shifts when shift rotation made possible the observation of the performance of the same group of employees on each of the two or three shifts.

The Basis of Computation

American industry owes a great deal to the few companies which have been interested in statistics of absenteeism throughout the past few years. From their experiences, any employer is able to know where to look and what to look for in his absence rolls when he views them with the idea of reducing time lost through absenteeism.

The compilation of comprehensive statistics of absenteeism has been limited to such a small number of companies that the present national figures are invariably estimates. The basis for most estimates of absenteeism are the figures of the United States Public Health Service. This organization, in turn, originally depended upon the cooperation of the Boston Edison Company and, more recently, upon a group of cooperators working through the Industrial Hygiene Foundation.

Perhaps the relationship between the absenteeism figures of one industry and another may not appear significant, especially when the two industries are located at opposite ends of the country, and actually there will be considerable difference in the detailed statistics of two such companies. But experience has shown that there are certain basic similarities. One, for example, is that women are absent more frequently than men; another is that older men are away from work for longer periods at each absence; still another is that younger men are absent more frequently than older men and that their absences are, generally speaking, of one, two or three days' duration. The value of these conclusions can be realized only when they are applied statistically to show actual time waste.

About 62% of the man days lost through absenteeism in 1941, or 217,000,000 man days, were lost through absences of one, two or three days' duration. It has been found that gastro-intestinal upsets, simple respiratory illnesses and absences for personal reasons account for the vast majority of these short-term absences. In view of present labor shortages, it is important that some way be found to decrease the number of stomach aches and colds in the United States—and to convince employees that it is important that they work every day possible.

It is expected that, by a year from this time, 23,000,000 or more workers will be employed in war industries. Many of the new workers represented by this number will be women, older men, persons formerly on relief, those physically handicapped or lacking in industrial experience, and they will bring with them many problems of health and efficiency which industry will find more acute because of the letting down of its former high standards of employee selection. In particular it will be difficult to absorb these new workers without a serious rise in accident figures.

Future Importance of Absenteeism

The loss of 432,000,000 man days may be expected during the next year because of absenteeism due to illness. A high percentage of this loss will be due to the common cold; a great deal of it will be due to voluntary absenteeism on the part of employees. Experience has shown that many employees report illness when they are actually absent for purely personal reasons. So extensive is this practice among employees that it is unwise to accept all illness excuses as valid. On the other hand, no infallible way of testing the truth of absence excuses has been found. Consequently, some of these "illness" absences will be legitimate, others will represent the taking of time off by employees—and falsification of reasons for their absences.

By drawing a line between the absences of one, two or three days' duration and those of four or more days', it is possible to segregate, in a general way, absences for non-serious illnesses and trivial reasons from those of more serious implications. The volume of short-term absences found in this manner will illustrate the need for general preventives, disciplinary action, or appeals of one kind or another. Long-term absences will require treatment by the medical department.

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[1] *Conference Board Reports*, Studies in Personnel Policy No. 46

As mentioned in earlier paragraphs, approximately 62.1% of all absences are of one, two or three-day duration. As they are of a non-serious nature, they are the most remediable of all absences; and, as they include absences for personal reasons, they are the group which it will become more important to scrutinize and, if possible, restrict, as the war effort progresses.

DETERMINING CAUSES OF ABSENTEEISM

From this it can be seen that the future problem of absenteeism is two-fold. It is necessary to reduce to a minimum the time lost through absenteeism not only for the purpose of reducing personnel requirements, but, also, in order to meet production requirements. There are effective preventives which will eliminate many absences, but each requires a thorough diagnosis of the individual absentee problem of each company. Accidents resulting from fatigue, for example, can be largely eliminated by a strict enforcement of safety regulations and by reducing the number of work hours under the point at which the incidence of fatigue makes them hazardous. Trivial absences for shopping can be reduced by facilitating shopping during working hours for employees working on each shift. Absences brought on by colds can be reduced by applying preventives on a plant-wide scale — cold inoculations, elimination of drafts, and the segregation of persons who are infected. Heat-exhaustion absences can be averted by the administration of salt to drinking water. "Morale" absences and taking time off during the week to spend money earned during time and one-half and double time week-end periods have been dealt with effectively: (1) by denying work on premium-rate days to employees who have been absent during the week; (2) by eliminating premium rates from pay checks of those who have been absent and have not worked in excess of forty hours; or (3) by gathering employees all together into one room on the day they return to work and demonstrating to them the cumulative effect of individual absences. English industries report successful reduction of absenteeism when absentees are required to make an individual explanation to some member of the personnel department for each absence.

Before any preventives can be applied, however, the management of each company must have some indicator of the types of absences and reasons which have been given in order to discuss its particular problem. The indicator may not go into great detail, but it should be made by department and show sex, length of absence (short- or long-term), and reasons. Not only will an indicator of this nature demonstrate the importance of absenteeism to the company, but it will give most of the information required for a diagnosis of the problem.

Why should each of these classifications be considered? Men and women have different reasons for being absent, therefore the sex of absentees is important information. Departments will vary in reasons for absence—working conditions, exposure, supervision and perhaps even hours of work—so that records should differentiate between departments. The nature of illnesses which make up short- and long-term absences are very different, and records should differentiate between short- and long-term absences.

The long-term, or more serious absences, should be given individual medical care. Examination of an employee who has been absent five or six days may disclose the beginning of some serious illness which can be forestalled by some immediate medical treatment.

EQUIPMENT NEEDED FOR MINIMIZING ABSENTEEISM

Absence records and analysis of absenteeism are necessary for a comprehensive picture of company performance, but they are only the first step. It is necessary to understand and to apply the experience indicated by the analysis. Waves of illness may be uncovered by a continuous study of a company's absenteeism, but the causes of illness must be determined by some competent diagnostician. Many absences of the future will require disciplinary action rather than medical treatment, but, here again, the medical department is in a better position to determine the kind of treatment an absentee should receive. Therefore, the importance of the medical department grows with attempts to conserve manpower. The medical department can forestall many absences by undertaking careful analyses of the physical aspects of each job and the physical limitations of each employee. By so doing, industrial physicians are in a position to do a great deal toward helping industry reach and maintain the utmost utilization of their working force. By failing to give this matter careful consideration, production schedules may not be met by companies which may actually possess an excess of manpower. The medical department can do a great deal toward the elimination of absenteeism by applying preventives whenever the absentee analysis reveals a need. A physician's knowledge of causes of illnesses is a tremendous help in holding to a minimum the effects at least of communicable diseases.

Many medical departments are held responsible for the analyzing of absentee statistics and for assistance in the application of proper preventives. It is up to them to determine which employees need a physical examination either to uncover possible indications of incipient serious illness or possibly the need for disciplinary action. Furthermore, they are able to check waves of such diseases as colds.

Is the benefit derived from absentee analysis of sufficient value to compensate for the time and energy it involves? A plant employing 10,000 workers 48 hours a week can expect the loss of approximately 80,000 man days during the coming year. This figure means that nearly 280 employees will be absent every day. If the company is employing more women than has been their custom, and men with non-industrial backgrounds, they may expect the loss of as many as 100,000 man days, or the equivalent of 350 absences a day.

SUGGESTED METHOD FOR A NATIONAL INDEX

A number of company representatives have indicated their willingness to contribute periodic figures to a national index of absenteeism. They have also expressed the conviction that such an index would be extremely helpful to all companies that are willing to participate. To begin with, they feel that comparisons of national figures with company figures would give each employer a much better idea of the situation in his own company. It would set some mean by which an employer could determine whether his absentee figures were above or below normal. When an employer noted a fluctuation in his company absentee index, comparison with the national index would tell him whether the problem was a company problem or a national problem.

When an employer finds that a problem of absenteeism lies inside his own plant, his own analysis should indicate its source; its solution is obviously an individual matter. When an employer finds that the fluctuation he has noted in absenteeism within his own plant corresponds to a fluctuation in either the local or national index, he will be able to appeal to the state or national health authorities for help.

Contribution to a national index calls for very little more effort than that expended in the compilation of company figures. All of the material needed for such an index must be gathered for the absentee analysis of each company and no additional statistical breakdowns would be required.

The accompanying form provides a simple means of providing comparable data. Statistical analyses can be made from these recapitulations to show: illness absence frequency rate, illness absence severity rate, for men and women separately; divided into short- and long-term absences and combined for total absence by locality or nation. Absences can be separately compiled for clerical and manual employees and consideration given to the work hours at which the greatest absenteeism occurs. If THE CONFERENCE BOARD finds sufficient interest in a large-scale summary of absenteeism, it will undertake to compile such figures.

Confidential: This report will be used by THE CONFERENCE BOARD to compile statistics and will be released only as a part of a local or national summary.

Report for
Months of.., 1942

....Company.

ABSENCES	ILLNESS		ACCIDENT		Total	DAYS LOST			COMPANY RECORD		Total
	Men	Women	Men	Women		Men	Women		Men	Women	
Short-term (1 and 2 days)....								Averaged Total Employees			
Long-term (3 or more days)..								Averaged Work Hours per Week	....	....	Clerical .... Manual
TOTAL................											

Approximate ratio of clerical to manual employees; 1 to——————

Earnings and Hours in the Aircraft Industry

WIDESPREAD INTEREST in all industries closely allied to the war effort has led THE CONFERENCE BOARD to expand the coverage of its surveys of earnings and hours in such industries to include aircraft. The data are presented here for the first time and cover the period December, 1941, to date. In addition to the data applicable to all wage earners, breakdowns covering all male, all female, male common and unskilled and male skilled and semi-skilled are also shown.

SCOPE AND DEFINITIONS

The aircraft industry, as here covered, is limited to the manufacture of aircraft and does not include the manufacture of aircraft engines and of accessories, parts and supplies. Data covering employment are confidential and cannot be released under any circumstances. In view of this fact, it was difficult to check the percentage of the industry covered by THE CONFERENCE BOARD sample. On the basis of available data, it would appear that the sample for January of this year covered over 25% of the industry, while that for June represented about 50%.

As indicated by the preceding statement, the sample of companies covered by these statistics increased over the period covered. The averages for any month are based upon the sample included in that month and are not linked to subsequent months. This procedure was followed because, in a rapidly expanding industry, it is better to let a representative sample in any month stand for the industry in that month than to adjust it on the basis of a relationship in a later period. As a result of this procedure, however, these statistics should be considered preliminary and time-to-time comparisons should be regarded as subject to modification.

SKILL BREAKDOWN OF ALL MALE EMPLOYEES

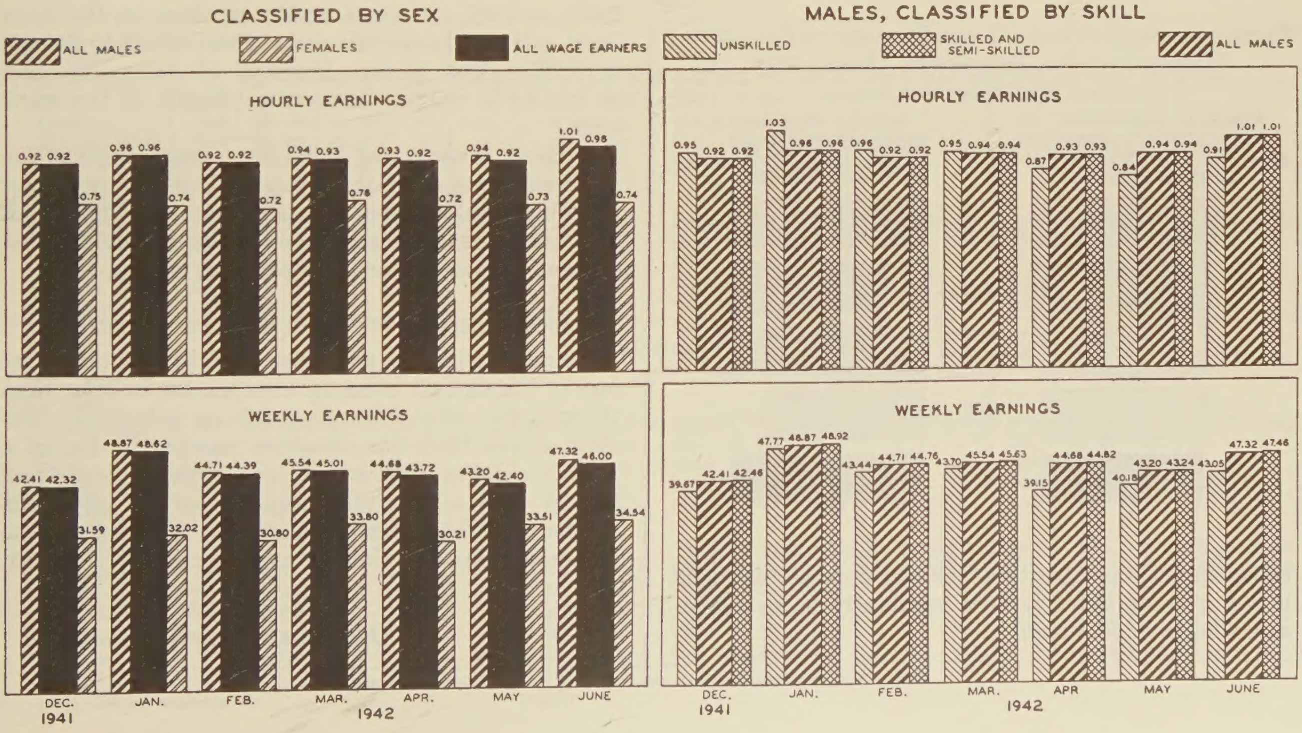
After consultation with authorities in the field, it was decided to classify all male employees other than janitors and maintenance crews as skilled and semi-skilled. In order to insure comparability of reports from period to period, production men and inspectors were included in skilled and semi-skilled even when paid on a salary basis, care being exercised to include actual hours paid for. Hence, the janitors and maintenance crews were classified as common and unskilled.

These classifications have two effects upon average hourly earnings which should be noted. In the earlier months, the maintenance workers averaged higher

EARNINGS OF WAGE EARNERS IN THE AIRCRAFT INDUSTRY

Source: THE CONFERENCE BOARD

In Dollars



EARNINGS AND HOURS IN THE AIRCRAFT INDUSTRY, 1941-1942[1]

Source: The Conference Board

Date	All Wage Earners				All Male			All Female		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1941 December	$.916	$42.32	46.2	42.4	$.918	$42.41	46.2	$.745	$31.59	42.4
1942 January	.962	48.62	50.6	44.9	.964	48.87	50.7	.736	32.02	43.5
February	.916	44.39	48.5	44.9	.920	44.71	48.6	.718	30.80	42.9
March	.930	45.01	48.4	46.0	.937	45.54	48.6	.763	33.80	44.3
April	.915	43.72	47.8	44.3	.927	44.68	48.2	.721	30.21	41.9
May	.918	42.40	46.2	46.1	.935	43.20	46.2	.727	33.51	46.1
June	.982	46.00	46.9	46.5	1.009	47.32	46.9	.738	34.54	46.8

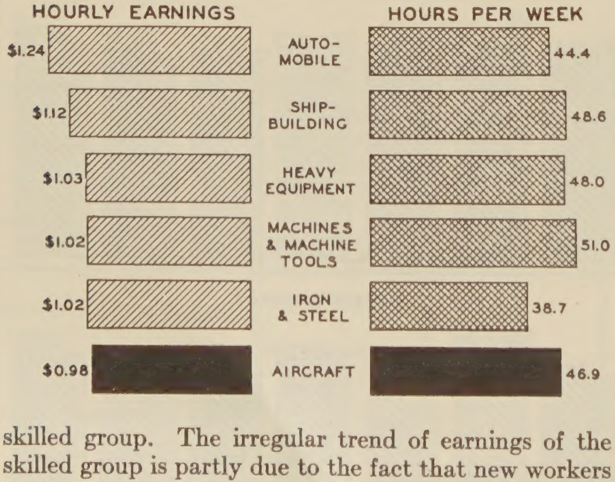
Date	All Male Wage Earners			Unskilled			Skilled and Semi-Skilled		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1941 December	$.918	$42.41	46.2	$.949	$39.67	41.8	$.917	$42.46	46.3
1942 January	.964	48.87	50.7	1.034	47.77	46.2	.963	48.92	50.8
February	.920	44.71	48.6	.959	43.44	45.3	.919	44.76	48.7
March	.937	45.54	48.6	.952	43.70	45.9	.937	45.63	48.7
April	.927	44.68	48.2	.870	39.15	45.0	.928	44.82	48.3
May	.935	43.20	46.2	.837	40.18	48.0	.938	43.24	46.1
June	1.009	47.32	46.9	.912	43.05	47.2	1.012	47.46	46.9

[1] Preliminary. Based upon a changing sample. Time-to-time comparisons are subject to modification.

hourly rates than the wage earners producing aircraft, with the result that the hourly earnings of the unskilled group exceeded those of the skilled and semi-skilled group. The irregular trend of earnings of the skilled group is partly due to the fact that new workers in the growing industry were constantly being added at the lower rates of pay.

Earnings and Hours of Wage Earners in Selected Manufacturing Industries, June, 1942

Source: The Conference Board



Tendencies

Hourly earnings of all wage earners averaged $.916 in December, 1941; by June, 1942, they had risen to $.982, or 7.2%. Average weekly earnings, on the other hand, advanced over this period from $42.32 to $46.00, or 8.7%. This greater increase, of course, was due to the 1.5% rise in the average length of the work week.

Between January and June, the average length of the work week was generally reduced. This situation most probably resulted from the fact that the addition of new workers to the forces in various plants reduced the amount of overtime needed from each worker.

Comparison with other Industries

As indicated by the accompanying chart, hourly earnings in the aircraft industry were smaller in June than those in five other important defense industries. The chart shows that this situation was partly due to a smaller number of hours worked. Other contributing factors were a relatively large proportion of female workers in the aircraft industry in contrast to the others, and marked changes in personnel.

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Earnings and Hours in the Gas and Electricity Industries

AVERAGE weekly earnings of workers in the production and distribution of gas and electricity were at new peak levels in January, 1942, according to the semi-annual survey conducted by the Division of Industrial Economics of THE CONFERENCE BOARD. Workers engaged in the manufacture and distribution of gas averaged $36.70 per week in January and those in the generation and distribution of electricity received an average of $40.15 per week. In the same month, the average weekly return of workers in the twenty-five manufacturing industries was $37.47, and that of railroad workers was $42.67.

GAS

"Real" weekly earnings of gas workers, or the purchasing power of their weekly income, reached a peak level in January, 1942, despite rising living costs. From July, 1941, to January, 1942, "real" earnings advanced 6.6%, the 6.3% rise in the cost of living only partially offsetting the 13.2% increase in dollar weekly earnings.

Over the six months' period, average hourly earnings advanced 7.5% in the country as a whole. The greatest rise, 13.2%, was recorded in the earnings in the South, while the smallest, 4.0%, was in the East. Despite a substantial gain, earnings an hour in the South were 20.8% below the United States average in January, 1942; they had been 24.8% below the July, 1941, average. On the other hand, because of the small rise, such earnings in the East, which had been 2.5% above the country-wide average in July, were 0.8% below the average in January. In rising 10.1% over the period, earnings an hour in the Far West advanced, from a level which

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY SKILL, July, 1941, and January, 1942

Source: THE CONFERENCE BOARD

Date and Region	All Wage Earners								Unskilled					Semi-Skilled and Skilled				
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923=100					Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923=100		Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923=100	
				Hourly Earnings		Weekly Earnings						Hourly Earnings	Weekly Earnings				Hourly Earnings	Weekly Earnings
				Actual	Real	Actual	Real											
Gas																		
July, 1941																		
United States	$.787	$32.41*r*	40.8	147.4	165.8	124.5	140.0		$.608	$23.71*r*	39.0	135.4	114.2*r*	$.850	$35.23	41.4	148.1	120.4
East	.807	32.93	40.8	*a*	*a*	*a*	*a*		.640	25.39	39.7	*a*	*a*	.854	35.12	41.1	*a*	*a*
South	.592	24.58*r*	41.6*r*	*a*	*a*	*a*	*a*		.422	16.27*r*	38.6*r*	*a*	*a*	.718	31.52	43.9	*a*	*a*
Middle West	.815	32.98	40.5	*a*	*a*	*a*	*a*		.645	24.52	38.0	*a*	*a*	.878	36.41	41.5	*a*	*a*
Far West	.762	31.42	41.3	*a*	*a*	*a*	*a*		.639	25.45	39.9	*a*	*a*	.818	34.31	41.9	*a*	*a*
January, 1942																		
United States	.846	36.70	43.0	158.4	167.6	141.0	149.2		.662	27.06	40.9	147.4	130.3	.896	39.00	43.6	156.1	133.2
East	.839	34.76	41.4	*a*	*a*	*a*	*a*		.665	27.04	40.7	*a*	*a*	.880	36.64	41.6	*a*	*a*
South	.670	28.82	43.0	*a*	*a*	*a*	*a*		.476	18.48	38.8	*a*	*a*	.781	35.83	45.9	*a*	*a*
Middle West	.913	41.85	45.9	*a*	*a*	*a*	*a*		.746	31.12	41.7	*a*	*a*	.952	44.69	47.0	*a*	*a*
Far West	.839	38.35	45.7	*a*	*a*	*a*	*a*		.728	32.99	45.3	*a*	*a*	.888	40.71	45.9	*a*	*a*
Electricity																		
July, 1941																		
United States	$.928	$38.53*r*	41.5	152.1	171.1	130.3*r*	146.6*r*		$.640*r*	$25.71*r*	40.2	134.2*r*	125.2*r*	$.989	$41.19	41.6	155.3	129.9
East	.953	39.78	41.8	*a*	*a*	*a*	*a*		.686	28.38	41.3	*a*	*a*	.994	41.49	41.7	*a*	*a*
South	.800*r*	33.27*r*	41.6	*a*	*a*	*a*	*a*		.524*r*	20.95*r*	40.0*r*	*a*	*a*	.902	37.84	42.0	*a*	*a*
Middle West	.975	39.99	41.0	*a*	*a*	*a*	*a*		.709	28.17	39.7	*a*	*a*	1.029	42.49	41.3	*a*	*a*
Far West	.954	39.08	41.0	*a*	*a*	*a*	*a*		.642	24.26	37.8	*a*	*a*	1.019	42.49	41.7	*a*	*a*
January, 1942																		
United States	.961	40.15	41.7	157.5	166.7	135.8	143.7		.680	28.19	41.5	142.6	137.2	1.020	42.53	41.7	160.1	134.1
East	.980	40.90	41.7	*a*	*a*	*a*	*a*		.709	30.29	42.7	*a*	*a*	1.028	42.69	41.5	*a*	*a*
South	.828	33.89	41.0	*a*	*a*	*a*	*a*		.566	22.77	40.2	*a*	*a*	.922	38.01	41.2	*a*	*a*
Middle West	1.012	42.31	41.8	*a*	*a*	*a*	*a*		.776	31.88	41.1	*a*	*a*	1.056	44.27	41.9	*a*	*a*
Far West	1.003	42.93	42.8	*a*	*a*	*a*	*a*		.683	28.78	42.2	*a*	*a*	1.065	45.74	42.9	*a*	*a*

Note: This table brings up to date figures published in *The Conference Board Economic Record*, December 11, 1941, p. 526.
*a*1923 data not available.
*r*Revised

TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY JOB CLASSIFICATION, July, 1941, and January, 1942

Source: The Conference Board

Date	GAS						ELECTRICITY					
	Unskilled			Semi-Skilled and Skilled			Unskilled			Semi-Skilled and Skilled		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
Inside Production												
July, 1941	$.643	$26.02r	40.5r	$.850	$35.31	41.5	$.654	$26.68	40.8	$.971	$40.45	41.7
January, 1942	.686	29.02	42.3	.878	37.82	43.1	.689	29.37	42.6	.994	41.87	42.1
Inside Maintenance												
July, 1941	$.733	$29.44	40.2	$.897	$36.65	40.9	$.658	$27.04	41.1	$.996	$41.57	41.7
January, 1942	.708	28.48	40.2	.924	39.27	42.5	.683	28.64	42.0	1.036	43.64	42.1
Outside												
July, 1941	$.573	$21.94	38.3	$.835	$34.73	41.6	$.615r	$23.99r	39.0r	$1.001	$41.61	41.6
January, 1942	.638	25.84	40.5	.896	39.58	44.2	.668	26.69	39.9	1.034	42.54	41.1

Note: This table brings up to date figures published in *The Conference Board Economic Record*, December 11, 1941, p. 527.
*r*Revised.

was 3.2% below the average for the country as a whole in July, to the same January level as that in the East. The Middle West continued to lead the other regions. From a level 3.6% above the average in July, they advanced 12.0% to a peak which was 7.9% more than the average hourly earnings in this industry for the entire country.

In both the Middle and Far West, overtime payments were responsible for the higher earnings. In each, the increase in the number of hours worked in a week was greater than that in hourly earnings. In contrast, workers in the East and South received wage-rate increases during this period. Their average work week was increased less than their average hourly earnings.

Average weekly earnings of workers in the gas industry were highest in the Middle West and Far West. Those in the East were slightly below the country-wide average and those in the South were substantially subaverage.

Electricity

Workers in the generation and distribution of electricity in the United States received only 4.2% more a week in January, 1942, than they had in July, 1941. Although wage-rate increases raised hourly earnings 3.6%, the length of the work week was only fractionally higher than that in July. As a result, "real" weekly earnings at 143.7 (1923 = 100) were the lowest since January, 1938. Rising living costs in the period more than offset the effect of higher wage rates.

From July to January, average hourly earnings of workers engaged in the generation and distribution of electricity rose 3.6%. In the various sections of the country, the advances in such earnings were distributed as follows: 5.1% in the Far West; 3.8% in the Middle West; 3.5% in the South; and 2.8% in the East. The relationship between hourly earnings in the country as a whole and those in each region during January did not vary materially from those which had prevailed in July. In the Middle West, where hourly earnings had exceeded the average for the country by 5.1%, in July they were 5.3% higher than the average in January. In the Far West they rose from 2.8% to 4.4% more than those for the United States. These earnings in the East declined from 2.7% to 2.0% more than the countrywide average, and in the South they remained 13.8% below the United States level.

In January, the number of hours worked in one week was reduced fractionally in both the South and the East. The average work week in the Middle West during January was almost one hour longer than that during July, and in the Far West, approximately two hours longer. These changes in working hours were largely responsible for the changes in both hourly and weekly earnings.

In general, workers in the production and distribution of gas and electricity have been affected less by the war than have those in twenty-five manufacturing industries and in transportation.

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Selective Service Administration

Dependency Classification

NEW INSTRUCTIONS regarding the classification of registrants deferred on account of dependency were issued by Selective Service Headquarters on July 15, 1942, to conform with provisions of the Servicemen's Dependents Allowance Act of 1942.

This Act specifically enunciates the principle that the institution of the home shall be protected so far as possible from the needs of military service. It permits the deferment of registrants for dependency when they maintain a bona fide family relationship in their homes, even though no financial dependency exists, provided the status with respect to such dependency was acquired prior to December 8, 1941, and at a time when selection was not imminent.

A system of allowances to the dependents of registrants inducted into military service is provided by the Act with the further provision that the payment of these amounts shall not be deemed conclusively to remove the grounds for deferment when the deferment is based upon financial considerations and will not be deemed to remove the grounds for deferment when the dependency is based upon other than financial considerations and cannot be eliminated by financial assistance to the dependent. Congress indicated the order with regard to dependency status in which it believed groups of registrants should be inducted.

In determining whether a person is dependent for support upon a registrant, Selective Service Headquarters has instructed the agencies of the Selective Service System to take into account the following factors:

"(a) The provision of the Selective Training and Service Act of 1940, as amended, reading as follows:

> For the purpose of determining whether or not the deferment of men is advisable because of their status with respect to persons dependent upon them for support any payments of allowances which are payable by the United States to the dependents of persons serving in the land or naval forces of the United States shall be taken into consideration but the fact that such payments of allowances are payable shall not be deemed conclusively to remove the grounds for deferment when the dependency is based upon financial considerations and shall not be deemed to remove the grounds for deferment when the dependency is based upon other than financial considerations and cannot be eliminated by financial assistance to the dependents.

"(b) In addition to considering the amount which the dependent will be entitled to receive if proper application is made under the Servicemen's Dependents Allowance Act of 1942, in cases where dependency is based upon financial considerations, consider the following:

> (1) The pay scale of the registrant after his induction.
>
> (2) The amount which the dependent is earning or is capable of earning, provided work is available.
>
> (3) The amount which the registrant or the dependent will receive from other sources even though the registrant is inducted.

"(c) In applying the foregoing rules, consider reasonable sacrifices which the war effort demands of all people living in the United States."

Selective Service Regulations provide for the classification of registrants with dependents in: (1) Class III-A, which includes those with one or more dependents who are not engaged in an activity either essential to the war production program or essential to the support of the war effort; or in (2) Class III-B, which includes registrants with one or more dependents who are engaged in an activity essential to the war production program or to the support of the war effort.

For purposes of classification of registrants in Class III-A or Class III-B it is not necessary to determine whether the registrant is a "necessary man," but merely whether he is engaged in an activity that is or is not essential to war production or to the support of the war effort.

It is expected that as the war progresses and non-essential activities are curtailed there will be a natural shift of workers from the non-essential to the essential activities including many registrants who have been deferred on account of dependency. This, it is believed, should be a gradual, orderly and economically sound transfer from non-essential to essential activities, and persons in non-essential activities should not give up their present employment until their services in an essential industry are needed.

Local Boards will be guided in their classification of registrants in Class III-A and Class III-B by information contained in questionnaires (Form 40) and any other information in the registrant's file. When, for any reason, this information is considered inadequate, they will forward to the registrant Form 42B—Occupational Certification for Registrants Deferred by Reason of Dependency. This short form will be completed by the registrant and certified by the registrant's employer.

Local Boards are instructed to select for induction all registrants without dependents of any kind. When it may seem necessary to meet anticipated calls, Local Boards may review, in sequence of their order numbers, the classification of men in Class III-A who have been deferred on account of collateral dependents. Such dependents include wives or children (with whom a bona fide family relationship in the home is not being maintained), parents, brothers, sisters, grandparents, grandchildren, divorced wives and persons under eighteen years of age or persons of any age physically or mentally handicapped whose support has been assumed in good faith. Classification of all such registrants shall be reconsidered, applying the test of actual support as defined above. When more men are needed to fill calls, a similar reclassification of such registrants in Class III-B shall be made. When a registrant is removed from Class III-A or Class III-B, he shall be considered for deferment under Class II-A or Class II-B (occupational deferment).

If it shall appear necessary to go further to secure enough men to fill quota requirements, registrants living with wives but having no children shall be considered for reclassification under the procedure outlined above. The final group to be reclassified, if it shall become necessary, are registrants having wives and children and maintaining a bona fide family relationship.

Subsequently, the Director of Selective Service established seven classifications which should determine the order in which registrants should be inducted. These seven classifications are:

> (1) Single men with no dependents;
>
> (2) Single men with dependents, but not contributing to the war effort;
>
> (3) Single men with dependents, and who contribute to the war effort;
>
> (4) Married men, not engaged in the war effort, but living with their wives;
>
> (5) Married men, engaged in the war effort, and living with their wives;
>
> (6) Married men, not engaged in the war effort, living with wife and children, or children only;
>
> (7) Married men, engaged in the war effort, and living with wife and children, or children only.

Essential Civilian Activities

The War Manpower Commission has provided the Director of Selective Service a list of essential activities. This list includes, under broad activity classifications, the products, facilities, and services considered necessary to war production and essential to the support of the war effort. It may be referred to in order to determine whether a particular business falls under any of the classifications. If it does, it should then be determined whether it meets one or more of the following tests:

> (a) That the business is fulfilling a contract of the Army, Navy, Maritime Commission or other governmental agencies engaged directly in war production.
>
> (b) That the business is performing a governmental service directly concerned with promoting or facilitating war production.
>
> (c) That the business is performing a service, governmental or private, directly concerned with providing food, clothing, shelter, health, safety or other requisites of the civilian daily life in support of the war effort.
>
> (d) That the business is supplying material under sub-contracts for contracts included in (a), (b) or (c) above, or
>
> (e) That the business is producing raw materials, manufacturing materials, supplies or equipment or performing services necessary for the fulfillment of contracts included in (a), (b), (c), or (d) above.

The list of essential activities as established by the War Manpower Commission follows:

LIST OF ESSENTIAL ACTIVITIES

(*As of July 15, 1942*)

Production of aircraft and parts: The production, maintenance and repair of aircraft gliders, parachutes, dirigibles, balloons, aircraft engines, parts, pontoons, propellors and similar products.

Production of ships, boats and parts: The production, maintenance and repair of ships, boats, parts, and equipment.

Production of ordnance and accessories: The production, repair, and maintenance of firearms, guns, howitzers, mortars, gun turrets, mounts, tanks, sighting and fire-control equipment, torpedo tubes and similar products.

Production of ammunition: Bombs, mines, torpedoes, grenades, chemical-warfare projectiles, explosives, fuses, pyrotechnics as well as products such as glycerin which go into the manufacture of ammunition.

Agriculture: Dairy, livestock, poultry, truck, sugar-beet, sugar-cane, hay, peanut, soybean, cotton, fruit and nut, potato, dried pea and bean, crop specialty (e. g., flax, hemp), seed and general farms; agricultural and horticultural and animal husbandry services such as tree planting, cattle feed-lot operation, threshing, grist milling, grain cleaning, plowing, corn shelling. Includes also such essential assembly and marketing services as milk and cream assembly stations and cooperative marketing associations.

Food processing: Fishing, meat-packing and slaughtering, production of butter, cheese, condensed and evaporated milk, canned and cured fish, canned and dried fruits and vegetables, canned soups, fruit and vegetable juices, flour and other grain mill products, prepared feeds for animals and fowls, starch, cereals, baking powder, rice, bread and other bakery products, sugar, leavening compounds, corn syrup and edible fats and oils.

Forestry, logging and lumbering: Timber tracts, logging camps, sawmills, and veneer, lath, shingle, cooperage-stock, planing and plywood mills, raising of tung-oil trees; fire prevention, pest control, forest nurseries and reforestation services; gathering of gums and barks for the manufacture of naval stores and medicinal purposes.

Construction: Highway and street construction, marine construction; and construction of approved industrial plants, houses, hospitals, and military projects and repair of such facilities; and services necessary to complete such construction.

Coal mining: The mining of anthracite, bituminous coal, semi-anthracite, lignite and peat and the operation of breakers or preparation plants. Includes also removing over-burden and other such activities preparatory to coal mining operations.

Metal mining: The mining of iron, copper, lead, zinc, aluminum, mercury, manganese, chromium, molybdenum, tungsten, vanadium and similar ores, and in the dressing of such ores. Includes also removing over-burden, sinking shafts, and other such activities preparatory to metal-mining operations.

Nonmetallic mining and processing and quarrying: The mining and processing of rock salt, phosphate rock, sulphur, potash, asbestos, graphite pyrites, graphite, borates and other salines, fluorspar, mica, talc, abrasive sands, and similar products. Excludes all mined or quarried nonmetallic materials used exclusively in construction.

Smelting, refining, and rolling of metals: Primary and secondary smelting and refining, alloying, rolling, and drawing of iron, steel, copper, lead, zinc, magnesium, aluminum, brass, bronze, nickel, tin, cadmium, and any other metals used in the production of war materials.

Production of metal shapes and forgings: The manufacture of castings, die castings, forgings, wire, nails, chains, anchors, axles, pipe, springs, screws, tubing, stampings, pressings, and structural shapes.

Finishing of metal products: Enameling, japanning, lacquering, painting, and galvanizing essential metal products.

Production of industrial and agricultural equipment: Power boilers; wiring devices and supplies; agricultural implements; electric lamps; storage and primary batteries; pumps, compressors, and pumping equipment; recording, controlling and measuring instruments and meters; conveyors; industrial cars and trucks; blowers, exhaust and ventilating fans; mechanical power-transmission equipment such as clutches, drives and shafts; mechanical stokers; tools, files, and saws; plumbers' supplies; professional and scientific instruments, photographic apparatus, and optical goods; and all equipment necessary to operate plants producing essential commodities.

Production of machinery: Engines and turbines; machine tools, equipment and accessories; electrical generating, distribution and industrial apparatus for electric public utility, manufacturing, mining, transportation and construction use, for incorporation in manufactured products, or for use in service industries; construction, mining, agricultural, oil field, smelting and refining, as well as all machinery necessary to produce, equip and maintain aircraft, ships, ordnance and other military material.

Production of chemicals and allied products: Glycerin; turpentine, rosin and other naval stores; wood tars, oils, acids, and alcohols; lubricating oils and greases; animal and vegetable oils; fertilizers; tanning materials; salt; synthetic rubber; primary coal-tar products; plastics; compressed and liquefied gases; refined sulphur; sulphuric and other acids; caustic and other sodas; industrial alcohols; electrochemical and electrometallurgical products such as carbide, sodium and potassium metals and high-percentage ferro-alloys; drugs and medicines; insecticides and related chemical compounds; nylon and other synthetic textile fibers used in military equipment exclusively; grease and tallow; candles. (Explosives, flares, and other fireworks, generally classified as chemical products are included with ammunition.)

Production of rubber products: All rubber products.

Production of leather products: Sole and belting leather; industrial belting for transmission of power; boots, shoes, and gloves, for military and industrial use; saddlery, harness, and accessories.

Production of textiles: Spinning and weaving of silk and nylon for parachutes and powder bags; of canvas for tents, sails, tarpaulins, and other related heavy canvas products; cotton, woolen, linen and knit goods for military use.

Production of apparel: Apparel for the armed forces, and work clothing.

Production of stone, clay and glass products: Technical, scientific, and industrial pressed and blown ware; sand-lime and fire-brick and other heat-resisting clay products; lime; abrasive wheels, stones, paper, cloth and related products; asbestos products including steam and other packing, pipe and boiler covering; crucibles and retorts; porcelain electrical supplies; as well as parts of military apparatus.

Production of petroleum, natural-gas and petroleum and coal products: Drilling, rig building, and maintenance service operations, and petroleum refining. Includes also production of tar and pitch; coal gas, coke.

Production of finished lumber products: Cork products such as life preservers, storage battery boxes, and insulating material; oars, matches, and wood preservation activities, as well as wooden parts of aircraft, ships and other military equipment.

Production of transportation equipment: Motor vehicles such as trucks, ambulances, fire engines, buses and military motorized units; essential parts and accessories of such motor vehicles; motorcycles, bicycles, and parts; locomotives and parts; railroad and street cars and equipment.

Transportation services: Line-haul railroads and railroad service; switching and terminal services; railway express service; local and street railways and bus lines; trucking; warehousing of perishable commodities, stock piles, and essential materials; pipe lines; air and water transportation including shore services such as stevedoring. Includes also services allied to transportation such as freight forwarding and packing, operation of terminals, roads and tunnels.

Production of materials for packing and shipping products: Textile bags, vegetable and fruit baskets, cooperage, wooden boxes, excelsior, pulp and paper, paper bags, paperboard containers and boxes, glass and fiber containers, cordage and twine, metal barrels, kegs, drums, and cans.

Production of communication equipment: Including radios and radio equipment, television, telephone and telegraph equipment, and signalling apparatus.

Communication services: Telephone, telegraph, newspapers, radio broadcasting, and television services and the repair of facilities.

Heating, power and illuminating services: Electric light and power and gas utilities; steam-heating companies.

Repair and hand trade services: Blacksmithing; armature rewinding; electrical and bicycle repair; automobile repair and service; harness and leather repair; clock repair; tool repair and sharpening.

Health and welfare services, facilities and equipment: Water supply and sewerage systems; irrigation systems; dental and medical laboratories; hospitals; nursing services; fire and police protection; public health services; weather services; coast and geodetic services, engineering and other testing laboratories; offices of dentists, physicians, surgeons, osteopaths, chiropodists and veterinarians; professional engineering services. Includes also the manufacture of X-ray and therapeutic apparatus, and of surgical, medical, and dental instruments, equipment and supplies.

Educational services: Public and private vocational training; elementary, secondary, and preparatory schools; junior colleges, colleges, universities, and professional schools; educational and scientific reserach agencies.

Governmental services: Including services necessary for the maintenance of health, safety, and morale, and the prosecution of the war.

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. Wage rates have advanced substantially during the last year. Have the salaries of clerical and routine workers generally kept pace with the wage increases?

Apparently the predominant situation is that office salaries have pretty well kept pace with wage increases. In some cases this policy has been systematically followed and office salaries have been adjusted either before or shortly after wage increases went into effect. In a few cases salaries lagged behind. The point was made that salaries rise more slowly and also do not fall as rapidly during a period of decline. In some instances, while rates of compensation had risen hand-in-hand, wage earners were having the better of it through excessive overtime payments. Some comments on the subject were:

> Clerical and similar workers do not have the same bargaining power in most instances and the tendency seems to be to put the 'grease on the squeaking wheels.'

> We aim to equalize compensation of hourly-rate and salaried employees, but the hourly-rate employees' total average earnings have risen at a greater rate due to excessive overtime to a point well above those of the clerical force.

> We have made several increases in wages during the past three or four years. We recognized at the outset that discrepancies might develop between the hourly workers and the salaried workers so we took steps to meet this situation.
>
> We felt that this was necessary because our past experience had shown that in the case of a decrease in wages, it was always necessary to make a general decrease from the executives right down to the last person in the organization.
>
> We are following this policy: On all salaried workers coming under the Wage and Hour Division we are increasing the same number of cents per hour that we increase the hourly payroll. In the supervisory and executive groups we are increasing on the basis of 2400 hours per year. In other words, for each cent increase in the hourly payroll, this group will increase $2.00 per month.
>
> The increases on the salaried list are automatic and are made on the basis of increased living costs without consideration of changes in responsibility. We still review our payroll each six months on the salaried group and make additional adjustments based upon changing responsibilities as we have in the past.
>
> It is understood throughout our organization that in case of a decrease in wages, the same plan will be followed. Everyone seems to feel that this program is very fair.

> Salaries of clerical and routine workers generally have kept pace with wage increases granted hourly employees. Our company attempts to anticipate any wage increases that will be granted in normal union negotiation periods, insofar as salaried employees are concerned, and then an increase is made individually prior to any wage grant to hourly workman.

POINT 2. The War Production Board has recently announced a system of awards, certificates and citations for American workers of outstanding merit. Is it your observation that incentives like this, and like the Navy "E", are effective in stimulating sustained effort toward maximum production?

In the ratio of about eight to one executives who commented on this point believed that the various insignia awards had a definite effect in stimulating effort. A smaller group believed that the effect was excellent but that it was only temporary—that after the novelty had worn off the distinction was more or less taken for granted. Comments included the following:

> In regard to the awards to American workers of outstanding merit and the Navy "E" and similar recognition, I believe that is extremely helpful and should be continued and better advertised. I think the general public needs to know what this stands for and that it really is an award for distinguished merit. A little promotional work by the War Production Board and the Navy and Army to the general public publicizing these awards would be helpful.

> We have been awarded a Navy "E" with beneficial

results. However, I am inclined to believe that as similar incentives are promiscously promulgated by other service branches having less prestige, the effect will be gradually nullified.

I thought a great deal about this matter and only two cases have come under my personal observation. I do not question the sincerity and motive behind these citations, but I cannot escape the thought that there is a lot of "hooey" connected with it and I am wondering if a great many of the workers do not look at it in just that light.

Prior to the announcement by the War Production Board of a certificate of merit for outstanding contributions to the war effort, the Production Drive Committees in the plants of this corporation designed and made ready a certificate to be presented to employees whose suggestions merited more than the usual consideration. It is our feeling that a certificate that an individual can take home, have framed and displayed in a prominent place in his home will be a constant reminder to him, as well as to his friends and family, that individual initiative is still recognized in American industry.

Of course certificates and citations are effective. We are all human and appreciate recognition of our efforts. This method is comparatively simple with large prime contractors, but for a small company trying to serve contractors of all services we find ourselves considered by the big boys as just one of the small fry. No "E" flies over our plant and I guess we will have to be content with the personal satisfaction of knowing that our job was well done.

Regarding incentives such as the Navy "E", our parent company received this award some months ago. The number of men and women wearing their emblems and the pride with which they point to them is some indication of their feeling. More particularly, production records continue to be broken all over our plants. We are strongly in favor of such stimulating awards.

I am not a good judge of Question No. 2 because I was one of the three men commandeered from industry by Under Secretary of the Navy Forrestal to develop and administer the Navy "E" program. Since I was the labor relations member of the three-man group in Washington starting last July, I am naturally strenuously in favor of such incentive plans. However, the Navy "E" is being abolished along with the Army "A" in favor of a joint Army-Navy "E" award. I am heartily in favor of the plan because it has been my observation in plants where I was present upon the original Navy "E" presentation that it has been an incentive to workmen and has inspired them to greater and more sustained effort.

The Navy "E" which was awarded to our company had a stimulating effect for a very short time only. It is our opinion that an individual award would have a much better effect and we are now contemplating awarding certificates to our highly efficient employees and employees who are interested enough to make suggestions toward improving methods.

POINT 3. It has been stated that when managements of companies have wanted to have a stenographic record of collective bargaining negotiations, unions have strenuously objected and have been sustained in their objection by the National Labor Relations Board. Has any such case come to your attention?

No preponderance of opinion or experience seems to exist regarding this point. In some cases it is customary to have a stenographic record of collective bargaining negotiations made. In other cases this has been done on certain occasions. Some managements have wanted to have a stenographic record but the union has objected, sometimes effectively and sometimes not. Still other managements do not want a stenographic record and feel that it hampers freedom of expression and informal negotiation. Various points of view are reflected by the following excerpts:

> In our record of collective bargaining on either grievances or contract negotiations, the unions with which we deal have had no objection to a stenographic record. In fact, in several instances they have suggested that a public stenographer be employed in order that a complete record of the proceedings be available. Until "industrial relations" reach the point where an honest effort to negotiate a reasonable contract is made by both parties it is our feeling that a stenographic record is desirable in order that there may be available the intent and purpose of the parties for their future guidance. We know of no case where the union has objected to the making of a stenographic record of collective bargaining negotiations.

> We have never considered making stenographic records of meetings with union representatives and agree with the unions and N.L.R.B., as we would consider such a procedure a method of intimidation. These representatives are workmen and are fully aware of their shortcomings and management should make every effort to conduct a friendly conference by not packing in sneering observers or recording verbatim statements. I always attend our regular meetings alone.

> In conducting our own collective bargaining negotiations with our local unions we object to having any stenographic record kept and we believe that this practice is not desirable. It is far more conducive to free and easy discussion with labor unions to conduct the meetings without a stenographic report. One of the representatives of the management acts as a secretary for the management and submits a brief written report of each meeting. Similarly, one of the representatives of the union acts as secretary for the union and submits his own report separately to the union. When any matter of common agreement is reached the management representative submits a written statement of the agreement to the union and acceptance of the position taken is obtained in writing, if that is necessary.

It has been our practice to have a stenographic record of all negotiations with unions. On occasion the unions have objected but their objections have never been carried to the Labor Board. We currently take records of all grievance and negotiation meetings.

We do not have any minutes of our bargaining negotiations either kept by the union or management. We believe it has a decided effect upon the amount of conversation that goes on at these meetings and would cause the committee members to refrain from getting off their chests many matters that are better given voice to than suppressed. We believe in free discussions, unhindered by any attempt to preserve an accurate stenographic record.

We have held collective bargaining meetings for almost ten years. Minutes of these meetings have always been taken. This is true also of nearly all the other plants of this company throughout the country. No cases such as you refer to have come to my attention.

POINT 4. If you are finding it necessary to employ women for jobs normally performed by men, are you finding the adjustment relatively simple or difficult? Are many jobs having to be "re-engineered" so that women can perform them? What particular problems have you encountered?

About half the companies reporting on this point had as yet had no experience in the employment of women on a wartime basis. Several of these companies saw this problem facing them in the very near future. Those that have had this experience uniformly report favorable results. Most of them have not had to re-engineer or change the characteristics of most jobs on which women have been employed for the first time. In some cases a few such changes have had to be made, mainly to eliminate heavy lifting. Comments on the subject include:

One of the chief difficulties is the problem of seniority because, according to the true seniority principles, if a woman does a man's work it would carry with it the privilege of applying for jobs in other parts of the plant when they were open, even though management might not consider them fit for these particular jobs. It also would result in the mixing of men and women as operators and assistants on the same machine, which might produce difficulties in certain circumstances.

We are now in process of starting surveys of our operations to determine in what jobs women can be placed. An analysis of the situation indicates that we will be able to use women in a great many places but that before recruiting our first groups we shall have to revamp service facilities, indoctrinate our supervisory staffs with problems that arise when women are employed in production, and establish new safety regulations. In addition, we are setting up a procedure for the recruiting of applicants and the interviewing, medical examination, introduction to the job, orientation period on the job, and a standard for clothing which they will be required to wear on duty.

In surveying the situation with employers who have used women in production capacities for a great many years we find that many headaches can be eliminated by proper advance planning, proper instruction of supervision and constant checking to make certain that the women are being properly trained and also supervised from a medical standpoint.

We have reprocessed, simplified and de-skilled many of our jobs on which women are now performing and at female rates. The big problem that we anticipate is defining female and male occupational classifications and hourly rates paid to each; that is, female versus male rates.

This company has for many years employed women to to a greater extent than have many companies. Therefore, the adjustment involved of putting women on parts of jobs performed by men has not been difficult. We do not find a great amount of re-engineering necessary in adapting jobs so women can perform them. Our principal problem has been to provide adequate dressing rooms, toilets, etc. in areas of the plant where women were not previously employed.

The biggest drawbacks to the employment of women in factory work are the state laws governing hours of employment and the reconciliation of these state laws with 7-day, 3-shift operation. This is much more detrimental to female program than anything having to do with the job itself.

We are finding it necessary and also desirable to employ women for jobs normally performed by men. Adjustment seems to be relatively simple. The selection of proper foremen over women is even more important than the selection of foremen over men, and the women seem to react better to a male foreman than a female. In our own particular industry the jobs do not have to be re-engineered for women since the women seem to be able to perform as well as men, even in some of the heavier jobs that are automatically considered only suitable for men. They are particularly proficient in assembly work of small parts and have turned out to be no "slouches" at lathes and drill presses. We have shifted over one-third of all our laboring forces to women.

Personnel Practices

Company Pension Plan as Breach of Agreement

An award of the arbitrators in the case of a dispute between the Northland Greyhound Lines and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL) held that the establishment of a retirement annuity plan by the company was a matter affecting wages and working conditions. The arbitrators held that as such it should be the subject of negotiations between the company and the union where a collective bargaining contract called for negotiations on all questions concerning wages and working conditions.

The company was directed to restore the conditions that existed prior to the time the plan was put into effect, and the employees' contributions returned to them under terms of the annuity contract. It was also ruled that should the company desire to adopt a pension plan, it must meet with the union in accordance with the terms of union agreement.

Candy for Men in the Armed Forces

The General Foods Corporation is sending each of its employees a box of Walter Baker Bars when they are inducted into service. The box is mailed directly to the camp upon receipt of the verified mailing address.

Caring for the Older Worker

The problem of caring for the older worker has been causing concern in the A. E. Staley Manufacturing Company. Formerly the company transferred older employees to easier jobs, but the point has been reached where the number of older employees exceeds the number of "old man" jobs available. The company, however, did not consider the Federal old-age benefits sufficient to support the workers upon retirement and has been studying the problem of providing pensions to supplement the Social Security benefits.

The company decided against the regular type of pension plan because it would involve an expense beyond its capacity to pay. Also, the management believed that war conditions made the future so uncertain that it did not feel justified in undertaking an expensive, long-time program.

Fortunately, the year 1941 was an unusually good one for the company, and it was able to purchase annuities for employees sixty-five years of age and over who wished to retire. All employees who had attained sixty-five years of age by December 31, 1941, who were eligible for the Federal pension and who had been employed by the company for at least fifteen years, were given the opportunity to retire on April 30, 1942. The company presented to each of these employees upon retirement a fully paid annuity providing for a monthly payment which, added to the primary Federal pension, was equivalent to 40% of average monthly earnings since January 1, 1937. If the pension provided from the two sources was less than $45 per month, the company purchased sufficient annuity to bring it up to that amount. All portions of company earnings above $250 per month were excluded in computing the pension, and the total monthly retirement income might not exceed $100.

All former employees who had already retired were eligible for these annuities provided that they had attained age sixty-five, had worked for the company fifteen years before reaching sixty-five, had been employed by the company up to the time of retirement, had not obtained gainful employment after leaving its service, and were receiving a government pension.

The company emphasized that the plan applied only to the employees retiring on December 31, 1941 and that it could not promise the same plan in future years.

Profit Sharing and Pension Plans

The Norris Stamping and Manufacturing Company of Los Angeles established an Employees' Savings, Profit Sharing and Retirement Plan on August 1, 1940. All employees who have been in the employ of the Company twelve consecutive months automatically participate in the plan. Each eligible employee contributes 3% of his earnings through payroll deductions. The company agrees to contribute 20% of its net earnings after provision is made for all expenses, taxes, losses, reserves, and a return of 8% on invested capital. Such contributions, however, shall not exceed 20% of the earnings of employees contributing.

Title to the fund is vested in a trustee, but in the control and management of the fund he is subject to, and acts only with, the approval of the Advisory Committee which is composed of the Trustee, two members elected by the Board of Directors of the Company and two members elected by a majority vote of the employee-contributors.

Retirement is mandatory at age sixty unless the company desires to continue the services of an employee, with the employee's consent. An employee may voluntarily retire at age fifty-five. Upon retirement, the worker's share of the fund is used to purchase a life-income contract.

Until recently eligibility was restricted to employees with two years' service, but on April 11, 1942 members of the fund ratified the company's recommendation to reduce the period of service required for participation from two years to one year.

When an employee becomes a member of the fund he is presented with a button which is worn on his badge.

The Conference Board
Management Record

FOUNDED 1916

AUGUST, 1942

FACT AND COMMENT

"Management Security"

The various forms in which labor unions have sought to secure the application of the closed shop principle have been grouped under the euphemistic designation of "union security." In an era when the quest for security in one form or another carries so strong an appeal, it is perhaps thought that power sought under the guise of security may not alienate public support by arousing uneasiness or speculation with regard to where such power may lead.

The current argument for granting union security by company managements or by government labor boards is that in the interest of maximum attainable war production, organized labor has, for the duration, yielded its right to strike—to use its economic power to enforce its demands. Consequently, it must be protected against loss of membership either from employer effort to weaken unions or from dwindling interest of members. The practical effectiveness of this cession of the right to strike may be questioned in the light of recent events, but national labor leaders have tried to prevent interruptions of work.

The Federal Government, through its administrative agencies, has taken the position that the demand for union security, at least in the form of maintenance of membership, is proper and deserving of support. Implicit in this position is the assumption that organized labor is an institution the perpetuation of which should be assured by the government. Because of its social-economic value it should be protected from loss of any advantages gained. While not mentioned, expediency is probably an important factor in decisions granting membership maintenance—the fear that unless organized labor is reasonably satisfied, work stoppages may again become a serious threat to the war production program.

But how about management security? If organized labor needs to be freed from worry about threats against its continued existence caused by abnormal conditions, why isn't management entitled to similar guarantees? Involved in a program of plant and production expansion without precedent, industrial management must devote its full attention to its vital part in winning the war. It has taken its responsibility in deadly earnest and has no time to devote to measures it could take in normal times to defend itself against unfair criticism and attempts to undermine its vitality and solvency if not its very existence.

What protection has management against unfair encroachments by organized labor, especially those aimed at securing veto power over operating policies? It is unthinkable that a war plant would be shut down as a move in combating union demands. Therefore, in lieu of such a weapon of economic warfare, what assurance has management that concessions to labor will not seriously jeopardize the safety of its economic position?

What protection has management against the ambitious plans of some elements who see, in the terrific strain under which industry is now operating and the preoccupation of management with its war problems and responsibilities, an opportunity to work for the weakening and eventual displacement of the free enterprise system, laying the groundwork for permanent state control?

What protection has management against systems of taxation that would bear so heavily on enterprise as to drain away its capital and so weaken it that in the postwar period of readjustment government could consider itself forced to step in and take over?

Protection of vital elements in the American economic system during a period when normal checks and balances have ceased to function may be admirable, but only when such protection is extended to all vital elements without fear or favor.

Monthly Review of Labor Statistics, June-July, 1942

AFTER PEARL HARBOR there was a sharp decline in strikes in comparison with the situation which prevailed during most of 1941. Since last December, however, there has been a rather definite tendency for strikes to increase. The accompanying table presents data on the number of strikes, workers involved and man days idle. The first section covers all occupations; the second is limited to the strikes affecting war industries. The two tabulations differ in that the number of strikes and workers involved for all occupations represents those beginning in the month, while the number of strikes and workers involved for war industries represents the number in progress during the month.

TRENDS IN STRIKES

The number of strikes in progress in war industries has shown an increase in each successive month since December, 1941. By June it had reached a total of 192, involving 85,000 workers and causing 255,000 man days of idleness. These totals of workers involved and man days of idleness are small in proportion to the total number of workers and total man days of work that are being expended on the war effort. Yet in many instances there have been serious stoppages of work affecting many other portions of the whole war program.

While the upward movement of strikes since last December for all occupations is not so clearly defined as that for war industries, it indicates the same general tendency. Certain strikes which apparently have no particular connection with the war effort nevertheless interrupt the flow of commodities and services to essential workers. In other instances they impede workers from reaching their places of employment.

A partial tabulation of strike data for July (see page 267), shows that strikes continued to be numerous in that month and affected an appreciable number of war industry plants.

EARNINGS AND HOURS

According to the regular monthly surveys conducted by the Division of Industrial Economics of THE CONFERENCE BOARD, the average worker in twenty-five manufacturing industries continued to improve his position in June. Hourly earnings stood at $.917 in June, a level which was 12.1% above that of June, 1941, and 55.4% above the average for 1929. Hours of work a week averaged 42.8, a 2.6% rise over the June, 1941, level. They were lower, of course, than in 1929, when the 40-hour work week was not in effect. A combination of these hours of work and hourly earnings resulted in weekly earnings of $39.53 in June, a 15.4% rise over the figure for the same month a year ago, and a 38.5% rise over the 1929 average.

"Real" Weekly Earnings

"Real" weekly earnings, i.e., weekly earnings adjusted for changes in the cost of living, show that the purchasing power of the pay envelope of the average wage earner in twenty-five manufacturing industries stood at an all-time peak in June. This was 1.3% higher than in the previous month, 5.0% higher than in June, 1941, and 42.4% higher than the average for the year 1929, so often represented as the Golden Age of Prosperity.

STRIKES SINCE PEARL HARBOR

Date	ALL OCCUPATIONS[1]					
	Beginning in Period				Man Days Idle During Period	
	Number		Workers Involved			
	Actual	Month-to-Month % Change	Actual (000)	Month-to-Month % Change	Actual (000)	Month-to-Month % Change
1941 December....	143	......	30	......	476	......
1942 January......	155	+8.4	33	+10.0	390	-18.1
February.....	190	+22.6	57	+72.7	425	+9.0
March........	240	+26.3	65	+14.0	450	+5.9
April.........	310	+29.2	55	-15.4	375	-16.7
May.........	275	-11.3	58	+5.5	325	-13.3
June.........	350	+27.3	100	+72.4	550	+69.2
	WAR INDUSTRIES[2]					
	Number in Progress		Workers Involved (000)		Man Days Idle (000)	
1941 December 8-31	7	......	2	......	59	......
1942 January......	27	+285.7	12	+500.0	46	-22.0
February.....	50	+85.2	25	+108.3	119	+158.7
March........	66	+32.0	35	+40.0	167	+40.3
April.........	91	+37.9	26	-25.7	174	+4.2
May.........	144	+58.2	48	+84.6	137	-21.3
June.........	192	+33.3	85	+77.1	255	+86.1

[1] United States Bureau of Labor Statistics.

[2] Joint Committee of Representatives from War, Navy, and Labor Departments, Maritime Commission, War Labor Board, and War Production Board.

COST OF LIVING

The cost of living for families of wage earners and lower-salaried clerical workers in the United States resumed its upward movement during July by rising 0.2%. The rise was due almost entirely to increased prices of foods, as was foreseen in this review last month.

PERCENTAGE CHANGES IN THE COST OF LIVING IN 67 CITIES, JUNE TO JULY, 1942

Source: The Conference Board

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Los Angeles	+1.1	Providence	+0.5	Anderson, Ind.	0	Newark	−0.2
Sacramento	+1.1	Cincinnati	+0.4	Birmingham	0	Rockford, Ill.	−0.2
Baltimore	+1.0	Milwaukee	+0.4	Chicago	0	Youngstown	−0.2
Memphis	+0.9	New York	+0.4	Evansville, Ind.	0	Indianapolis	−0.3
San Francisco	+0.9	Erie, Pa.	+0.3	Macon	0	Lynn	−0.3
Wilmington, Del.	+0.9	Fall River	+0.3	Minneapolis	0	Omaha	−0.3
Front Royal, Va.	+0.8	New Haven	+0.3	Oakland	0	Spokane	−0.3
Philadelphia	+0.8	Parkersburg, W. Va.	+0.3	Portland, Ore.	0	Duluth	−0.4
Richmond	+0.8	Seattle	+0.3	Rochester	0	Flint	−0.4
Roanoke, Va.	+0.8	Denver	+0.2	Buffalo	−0.1	Grand Rapids	−0.4
Houston	+0.7	Kansas City, Mo.	+0.2	New Orleans	−0.1	Louisville	−0.4
Lewistown	+0.7	Muskegon	+0.2	St. Louis	−0.1	Manchester, N. H.	−0.4
Boston	+0.6	Saginaw, Mich.	+0.2	St. Paul	−0.1	Toledo	−0.4
Chattanooga	+0.6	Syracuse	+0.2	Wausau, Wis.	−0.1	Akron	−0.6
Atlanta	+0.5	Trenton	+0.2	Cleveland	−0.2	Des Moines	−0.6
Detroit	+0.5	Bridgeport	+0.1	Joliet, Ill.	−0.2	Pittsburgh	−0.6
Meadville, Pa.	+0.5	Dallas	+0.1	Lansing	−0.2		

Between June and July, food prices rose 0.8% and were 16.4% above the July, 1941, level. The only other June-to-July increase was a 0.1% advance in prices of women's clothing, which was more than offset by a 0.2% decline in the cost of men's clothing. Clothing as a group declined 0.1%; housing declined 0.2%; and costs of fuel and light, and sundries remained unchanged.

WAGE-RATE INCREASES AND WORKERS AFFECTED

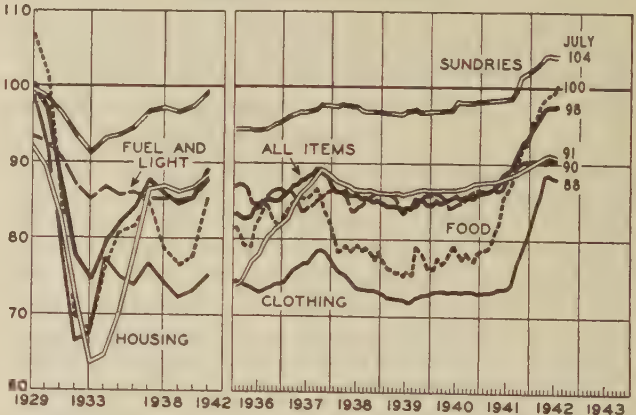
Date	All Manufacturing[1]		25 Manufacturing Industries[2]	
	Wage Earners Affected	Wage-Rate Increase	Wage Earners Affected	Wage-Rate Increase
1940				
July	...	...	1.6%	2.6%
August	0.5%	6.6%	0.8	4.2
September	0.6	6.7	0.8	3.8
October	0.6	7.0	1.0	4.0
November	1.4	5.5	3.7	4.5
December	1.1	6.3	7.1	2.8
1941				
January	3.0	4.9	2.1	5.8
February	1.1	6.1	1.7	5.1
March	1.6	6.7	2.1	6.8
April	11.7	9.6	10.3	8.0
May	10.1	8.9	11.2	8.4
June	10.2	9.1	12.8	7.9
July	6.6	8.5	8.0	7.8
August	3.8	7.3	5.9	6.1
September	5.5	9.0	7.2	7.1
October	5.1	8.7	4.1	7.0
November	2.2	8.0	4.3	6.4
December	3.0	7.4	3.5	6.8
1942				
January	*n.a.*	*n.a.*	3.7	6.1
February	1.9	7.9	3.0	5.7
March	2.5	7.9	4.1	6.3
April	1.8	8.1	4.0	7.1
May	3.5	7.9	4.7	6.4
June	1.7	8.0	4.3	7.5

[1] United States Bureau of Labor Statistics
[2] The Conference Board

n.a. Not available

COST OF LIVING IN THE UNITED STATES

Index Numbers, 1923 = 100



Despite the fact that the cost of living has increased unabatedly since the beginning of 1941, the July index was still 2.8% below the 1929 level. The purchasing value of the 1923 dollar was $1.026 in July, a slight decline from the June level.

Changes by Cities

As indicated by the table at the bottom of this page, the cost of living rose between June and July in thirty-four of the sixty-seven cities for which these data are regularly compiled. It declined in twenty-four and remained unchanged in nine.

Between July, 1941, and July, 1942, such costs rose in all sixty-seven cities. The increases ranged from 15.6% in Oakland to 7.4% in Louisville. In thirty-one cities, the advances were 10% or greater; the median rise was 9.7% in Buffalo.

Robert A. Sayre
Division of Industrial Economics

Earnings, Hours, Employment and Payrolls in Manufacturing, June, 1942

HOURLY AND WEEKLY earnings, employment, man hours and payrolls continued their rising trends in June and again surpassed their previous peak levels. The number of hours worked in one week again reached the post-depression peak which had been attained in April of this year. The accompanying tables, which present the results of THE CONFERENCE BOARD's regular monthly survey of twenty-five manufacturing industries, show these peak levels.

EARNINGS AND HOURS

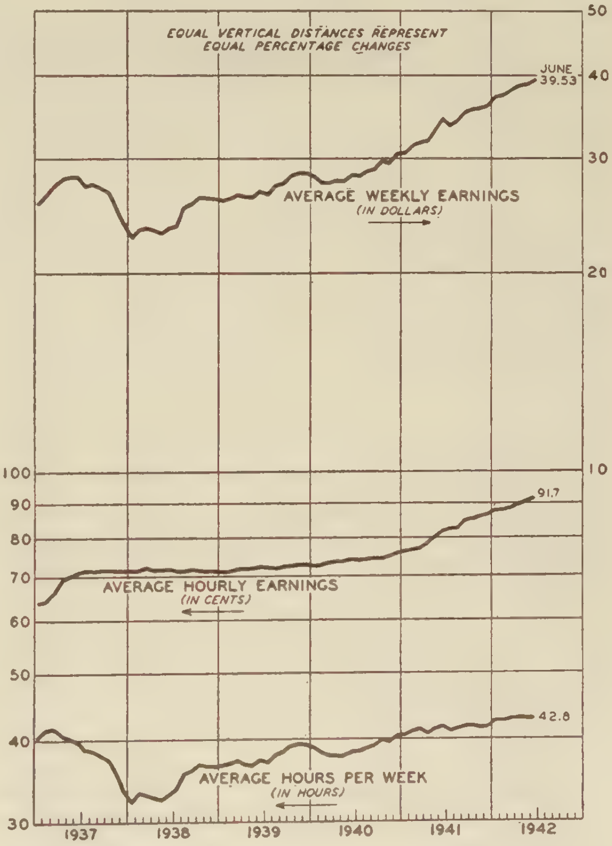
Hourly earnings of workers in the twenty-five industries averaged $.917 in June. This level, 1.2% above the May average, resulted from rises in twenty-one industries, no change in two, and declines in two industries. The largest month-to-month increase was that of 4.8% in the hourly earnings of workers in the lumber and millwork industry. Other substantial advances from May to June were 3.1% in other foundry products, 2.6% in the paper and pulp industry, 2.5% in the machine and machine tool industry, 2.3% in agricultural implements, and 2.1% in the hosiery and knit goods industry. Each of these rises resulted from wage-rate increases or the attainment of greater skill by workers and their transfer to more highly paid occupations. The number of hours worked in one week either remained at the May level or declined in each of these industries, so that no additional overtime payments were received. The only exception among the industries showing significant rises in hourly earnings was the lumber and millwork industry, where the increase in the length of the work week of 2.5 hours—or 6.0% above the May level—involving overtime payments for additional time, caused the higher hourly return in June.

Average weekly earnings of all wage earners in the twenty-five manufacturing industries in June, at $39.53, were 1.4% higher than in May. In fourteen of the industries surveyed, the average weekly return advanced above the May level. In nine industries, declines of less than one dollar a week were recorded, and there were substantial declines in the remaining two industries. As in hourly earnings, the largest increase, 11.1%, affected workers in the lumber and millwork industry. Other large rises in weekly earnings were 3.5% in the iron and steel industry, 3.0% in meat packing and in "other foundry products" and 1.8% in machines and machine tools.

Even more significant than increases in hourly and weekly earnings is a 1.3% rise in "real" weekly earnings in June. "Real" weekly earnings, which measure the purchasing power of dollar weekly earnings, were at a new all-time peak level for the twenty-five industries combined. In ten of the individual industries, June levels exceeded those previously recorded, and in five industries the June level was only fractionally below peak levels reached earlier this year.

EARNINGS AND HOURS IN TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD



The average work week of 42.8 hours in June was the longest recorded since the depression. This level had

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: *Hourly earnings are not wage rates because they include overtime and incentive payments*

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1941 June	$.818	$34.26	41.7	40.5	151.2	170.8	128.7	145.4	84.8	120.7	102.4	155.3
July	.822	33.70	41.0	40.5	151.9	170.9	126.6	142.4	83.3	122.3	101.9	154.8
August	.828	34.10	41.2	40.6	153.0	171.1	128.1	143.3	83.7	123.0	103.0	157.6
September	.845	35.10	41.6	40.6	156.2	172.0	131.9	145.3	84.6	125.3	106.0	165.3
October	.853	35.65	41.7	40.6	157.7	171.4	134.0	145.7	84.8	126.7	107.4	169.8
November	.860	35.74	41.5	40.6	159.0	171.2	134.3	144.6	84.3	127.4	107.4	171.1
December	.868	36.08	41.6	40.7	160.4	172.1	135.6	145.5	84.6	126.8	107.3	171.9
1942 January	.878	37.47	42.4	40.8	162.3	171.7	140.8	149.0	86.2	127.9	110.2	180.1
February	.880	37.53	42.4	40.9	162.7	171.1	141.0	148.3	86.2	128.8	111.0	181.6
March	.888	38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
April	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
May	.906r	39.00r	42.7	41.2r	167.5r	172.1r	146.6r	150.7r	86.8	132.5r	115.0r	194.2r
June	.917	39.53	42.8	41.2	169.5	174.2	148.6	152.7	87.0	134.5	117.0	199.9

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EARNINGS AND HOURS, ALL WAGE EARNERS, JUNE, 1942

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	June	May	June	May	June	May	June	May
Agricultural implement	$1.012	$.989	$43.48	$42.49	43.0	43.0	42.8	42.8
Automobile[1]	1.237	1.245r	54.92	56.27r	44.4	45.2r	41.1	41.0
Boot and shoe	.673	.671	25.08	25.89	37.2	38.6	40.8	40.4
Chemical	.936	.936	39.46	39.60	42.2	42.3	40.2	40.2
Rayon and allied products	.835	.839	32.77	33.10	39.3	39.5	40.0	40.0
Cotton—North	.638	.633	26.38	26.12	41.4	41.3	40.5	40.6
Electrical manufacturing	1.000	.993	46.44	46.20	46.4	46.5	41.0	40.8
Furniture[2]	.828	.853r	34.65	37.00r	41.8	43.4r	40.9	41.0
Hosiery and knit goods	.627	.614	23.42	23.18	37.4	37.7	40.1	40.1
Iron and steel[3]	1.019	1.011	39.44	38.11	38.7	37.7	41.1	41.1
Leather tanning and finishing	.805	.802	32.91	32.94	40.9	41.1	41.8	41.8
Lumber and millwork	.930	.887r	41.10	36.97r	44.2	41.7r	40.9	40.7r
Meat packing	.811	.811	32.92	31.96	40.6	39.4	40.0	40.0
Paint and varnish	.861	.856r	35.46	35.31r	41.2	41.2	40.0	40.0
Paper and pulp	.815	.794	33.69	33.58	41.4	42.3	40.5	40.6
Paper products	.742	.733	29.42	29.89	39.6	40.8	40.2	40.2
Printing—book and job	.870	.868r	35.37	35.46r	40.7	40.8r	39.8	39.8
Printing—news and magazine	1.032	1.018	39.28	38.59	38.1	37.9	39.7	39.7
Rubber	1.010	1.001	41.05	40.18	40.6	40.1	39.0	39.0
1. Rubber tires and tubes	1.127	1.113	45.52	44.35	40.4	39.9	38.6	38.6
2. Other rubber products	.849	.851	34.78	34.47	40.9	40.5	39.5	39.5
Silk	.630	.624	24.65	24.98	39.1	40.0	40.5	40.5
Wool	.773	.770r	31.65	31.32	40.9	40.7r	40.3	40.2
1. Woolen and worsted goods	.762	.757r	31.55	31.26	41.4	41.3r	40.0	40.0
2. Other woolen products[4]	.797	.796	31.85	31.44	40.0	39.5	41.0	40.5
Foundries and machine shops	1.001	.979	47.37	46.69r	47.3	47.7	43.2	43.1
1. Foundries	.962	.957	43.19	43.78	44.9	45.8	42.0	42.0
2. Machines and machine tools	1.023	.998	52.22	51.31	51.0	51.4	45.3	45.2
3. Heavy equipment	1.034	1.019	49.64	49.70	48.0	48.8	43.2	43.2
4. Hardware and small parts	.919	.901r	42.24	41.69r	45.9	46.3r	41.2	41.1
5. Other products	1.002	.972r	45.97	44.64r	45.9	45.9	43.1	42.9r
25 INDUSTRIES	$.917	$.906r	$39.53	$39.00r	42.8	42.7	41.2	41.2r
Cement	$.816	$.779	$32.22	$30.66	39.5	39.3	39.5	39.6
Petroleum refining	1.128	1.125	42.38	42.26	37.6	37.6	36.8	36.9
27 INDUSTRIES	$.919	$.908r	$39.52	$38.99r	42.7	42.7r	41.2	41.1r

See footnotes on page 260

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, JUNE, 1942

Index Numbers, 1923 = 100

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement	182.0	177.9	158.1	154.5	162.5	158.8	144.1	143.4	125.2	124.6	227.8	221.6
Automobile[1]	195.7	197.0*r*	182.2	186.7*r*	187.3	191.9*r*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Boot and shoe	136.0	135.6	110.8	114.6	113.9	117.8	100.0	100.9*r*	81.6	85.4*r*	110.8	115.6*r*
Chemical	185.0	185.0	146.6	147.2	150.7	151.3	161.9	161.9	128.4	128.7	237.3	238.3
Cotton—North	143.4	142.2	124.2	123.0	127.6	126.4	49.3	50.3	42.7	43.5	61.2	61.9
Electrical manufacturing	176.1	174.8	171.4	170.5	176.2	175.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Furniture[2]	160.2	165.0*r*	138.9	148.4*r*	142.8	152.5*r*	101.4	110.7*r*	87.9	99.6*r*	140.8	164.3
Hosiery and knit goods	164.1	160.7	132.5	131.2	136.2	134.8	98.8	99.8	79.8	81.2	130.9	130.9
Iron and steel[3]	171.0	169.6	115.3	111.4	118.5	114.5	133.4	133.0	89.5	86.8	153.8	148.2
Leather tanning and finishing	165.6	165.0	142.1	142.2	146.0	146.1	90.2	91.6	77.5	79.0	128.2	130.2
Lumber and millwork	196.6	187.5*r*	175.5	157.9*r*	180.4	162.3*r*	69.2	69.4*r*	61.8	58.4	121.4	109.6*r*
Meat packing	171.5	171.5	139.8	135.8	143.7	139.6	148.6	142.7	121.4	113.2	207.7	193.8
Paint and varnish	161.2	160.3*r*	133.5	132.9*r*	137.2	136.6*r*	143.5	146.1	118.7	120.9	191.6	194.2*r*
Paper and pulp	161.7	157.5	129.2	128.8	132.8	132.4	127.7	128.3	102.0	104.8	165.0	165.2
Paper products	162.7	160.7	135.1	137.2	138.8	141.0	172.0	174.6	143.1	149.6	232.4	239.6
Printing—book and job	133.2	132.9*r*	118.1	118.4*r*	121.4	121.7*r*	113.3	113.5*r*	100.5	100.9*r*	133.8	134.4*r*
Printing—news and magazine	148.9	146.9	125.8	123.6	129.3	127.0	120.5	121.4	102.1	102.2	151.6	150.1
Rubber	161.3	159.9	146.5	143.3	150.6	147.3	91.5	87.8	82.9	78.6	134.0	125.9
Silk	127.0	125.8	107.0	108.5	110.0	111.5	79.0	83.9	66.4	72.1	84.5	91.0
Wool	153.1	152.5*r*	132.0	130.7	135.7	134.3	84.4	83.4	72.7	71.5*r*	111.4	109.0
Foundries and machine shops	174.7	170.9	167.0	164.6*r*	171.6	169.2*r*	213.2	206.5*r*	203.4	198.7	356.0	339.9*r*
1. Foundries	163.1	162.2	145.9	147.9	149.9	152.0	138.2	138.0	123.6	125.8	201.6	204.1
2. Machines and machine tools	186.3	181.8	191.3	187.9	196.6	193.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
3. Heavy equipment	154.3	152.1	150.3	150.5	154.5	154.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
4. Hardware and small parts	179.5	176.0*r*	170.3	168.0*r*	175.0	172.7*r*	199.9	198.6	189.1	189.7*r*	340.4	333.6*r*
5. Other products	178.9	173.6*r*	168.2	163.3*r*	172.9	167.8*r*	230.7	221.8*r*	217.1	208.7*r*	388.0	362.2*r*
25 INDUSTRIES	169.5	167.5*r*	148.6	146.6*r*	152.7	150.7*r*	134.5	132.5*r*	117.0	115.0*r*	199.9	194.2*r*

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 Industries." See footnotes on page 260

previously been attained in April. Much publicity has been given to surveys made in England's defense plants showing a decline in efficiency when workers worked more than forty-eight hours in one week. It is noteworthy that in the United States fewer than forty-eight hours a week were averaged in June in twenty-three industries, exactly forty-eight hours in the heavy equipment industry, and fifty-one hours in the machine and machine tool industry.

EMPLOYMENT, MAN HOURS AND PAYROLLS

More persons were at work in the twenty-five manufacturing industries in June than in any other month since these surveys were begun. In each successive month since March, 1941, a new peak of employment has been recorded. The effect of increased employment when coupled with that of a longer work week caused total man hours to rise above all previous peak levels, and the further effect of higher hourly earnings raised total payrolls to 199.9% of the 1923 average.

THE SHIPBUILDING INDUSTRY

The average weekly earnings of all shipyard workers advanced 2.6% in June. They amounted to $54.23, and were higher than in any month except April of this year.

SHIPBUILDING, JUNE, 1942

Source: THE CONFERENCE BOARD

	June, 1942	May, 1942
All Male Wage Earners		
Hourly earnings	$1.116	$1.120
Weekly earnings	$54.23	$52.88
Actual hours[1]	48.6	47.2
Nominal hours[1]	47.3	47.4
Unskilled		
Hourly earnings	$.902	$.883*r*
Weekly earnings	$44.83	$42.03*r*
Actual hours[1]	49.7	47.6*r*
Semi-skilled and skilled		
Hourly earnings	$1.204	$1.217*r*
Weekly earnings	$58.03	$57.32*r*
Actual hours[1]	48.2	47.1*r*

[1] Per week per wage earner

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EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, JUNE, 1942

Note: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Industry	All Male						Female					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement	$1.016	$.993	$43.67	$42.71	43.0	43.0	$.791	$.763	$33.33	$30.90	42.1	40.5
Automobile[1]	1.268	1.279r	56.68	58.32r	44.7	45.6r	.819	.796r	32.92	31.92r	40.2	40.1r
Boot and shoe	.771	.770	29.47	30.55	38.2	39.7	.555	.553	19.89	20.66	35.9	37.4
Chemical	.983	.983	42.03	42.12	42.7	42.8	.628	.631	23.96	24.44	38.1	38.7
Rayon and allied products	.900	.903	35.89	36.10	39.9	40.0	.615	.619	22.93	23.39	37.3	37.8
Cotton—North	.699	.691	29.67	29.55	42.5	42.8	.563	.561	22.54	22.17	40.1	39.5
Electrical manufacturing	1.072	1.063r	50.79	50.41r	47.4	47.4r	.700	.696	30.09	29.87	43.0	42.9
Furniture[2]	.844	.870r	35.45	37.93	42.0	43.6r	.582	.591r	22.93	23.64r	39.4	40.0r
Hosiery and knit goods	.807	.781	32.58	32.16	40.4	41.2	.517	.510	18.95	18.73	36.7	36.7
Iron and steel[3]	1.019	1.011	39.44	38.11	38.7	37.7	....	....	....	....	....	....
Leather tanning and finishing	.825	.822	34.07	34.01	41.3	41.4	.645	.645	24.54	24.90	38.0	38.6
Lumber and millwork	.930	.887r	41.10	36.97r	44.2	41.7r	....	....	....	....	....	....
Meat packing	.846	.846	34.98	33.58	41.3	39.7	.639	.646	23.77	24.49	37.2	37.9
Paint and varnish	.876	.871r	36.27	36.06r	41.4	41.4	.626	.614r	24.29	23.33r	38.8	38.0
Paper and pulp	.833	.813	34.65	34.61	41.6	42.6	.560	.548	20.42	20.70	36.5	37.7
Paper products	.836	.825	34.19	34.64	40.9	42.0	.526	.525	19.46	20.09	37.0	38.3
Printing—book and job	.975	.973r	39.68	39.89r	40.7	41.0r	.555	.553	22.59	22.29r	40.7	40.3r
Printing—news and magazine	1.092	1.079	41.64	40.90	38.1	37.9	.623	.609	23.50	23.07	37.7	37.9
Rubber	1.132	1.113	47.43	45.79	41.9	41.1	.704	.703	26.60	26.53	37.8	37.7
1. Rubber tires and tubes	1.203	1.179	49.89	48.01	41.5	40.7	.800	.799	29.16	28.99	36.4	36.3
2. Other rubber products	.997	.990	42.56	41.49	42.7	41.9	.643	.647	24.88	25.01	38.7	38.6
Silk	.711	.702	27.91	28.30	39.3	40.3	.506	.489	19.68	19.36	38.9	39.6
Wool	.827	.826	34.62	34.27	41.9	41.5	.667	.665r	25.30	24.94	37.9	37.5r
1. Woolen and worsted goods	.814	.818	34.15	33.95	41.9	41.5	.675	.670r	26.45	26.14	39.2	39.0r
2. Other woolen products[4]	.842	.836	35.18	34.65	41.8	41.5	.648	.652	22.65	22.02	34.9	33.8
Foundries and machine shops	1.023	.999	48.67	47.98r	47.6	48.0	.686	.664r	30.04	28.60r	43.8	43.1r
1. Foundries	.967	.961	43.56	44.16	45.1	45.9	.713	.713	27.27	27.64	38.2	38.8
2. Machines and machine tools	1.036	1.011	53.29	52.39	51.4	51.8	.769	.707	34.37	31.42	44.7	44.4
3. Heavy equipment	1.034	1.019	49.64	49.70	48.0	48.8	....	....	....	....	....	....
4. Hardware and small parts	.970	.949r	45.41	44.73r	46.8	47.1	.662	.648	27.81	27.37	42.0	42.2
5. Other products	1.038	1.002r	47.70	46.26r	46.0	46.2	.672	.658r	30.21	28.58r	45.0	43.4
25 INDUSTRIES	$.980	$.967r	$42.83	$42.21r	43.6	43.5	$.600	$.594r	$23.39	$23.19r	38.8	38.9r
Cement	$.816	$.779	$32.22	$30.66	39.5	39.3	....	....	....	....	....	....
Petroleum refining	1.128	1.125	42.38	42.26	37.6	37.6	....	....	....	....	....	....
27 INDUSTRIES	$.981	$.967r	$42.74	$42.12r	43.4	43.4	....	....	....	....	....	....

See footnotes on page 260

A longer work week was responsible, since earnings per hour fell fractionally below the May level. Average hourly earnings of unskilled workers rose 2.2% from April to May, but the 1.1% decline in those of the semiskilled and skilled group, where the larger number are employed, offset this rise. Both groups worked more hours in June than in May, so that their weekly return was greater. Weekly earnings of skilled workers, shown in the accompanying table, rose 1.2%, while those of unskilled workers advanced 6.7% between the two months.

LABOR STATISTICS IN JUNE

Hourly earnings advanced 1.2% from May to June. At $.917 an hour, they exceeded those of June, 1941, by 12.1%, and the average for 1929 by 55.4%.

Weekly earnings at $39.53 in June were 1.4% higher than those in May, 15.4% higher than those in June, 1941, and 38.5% above the 1929 average.

Average hours per week increased 0.2% to 42.8 hours in June. They were 1.1 hours, or 2.6%, above the level in June, 1941, and 5.5 hours, or 13.9%, below the average for the year 1929.

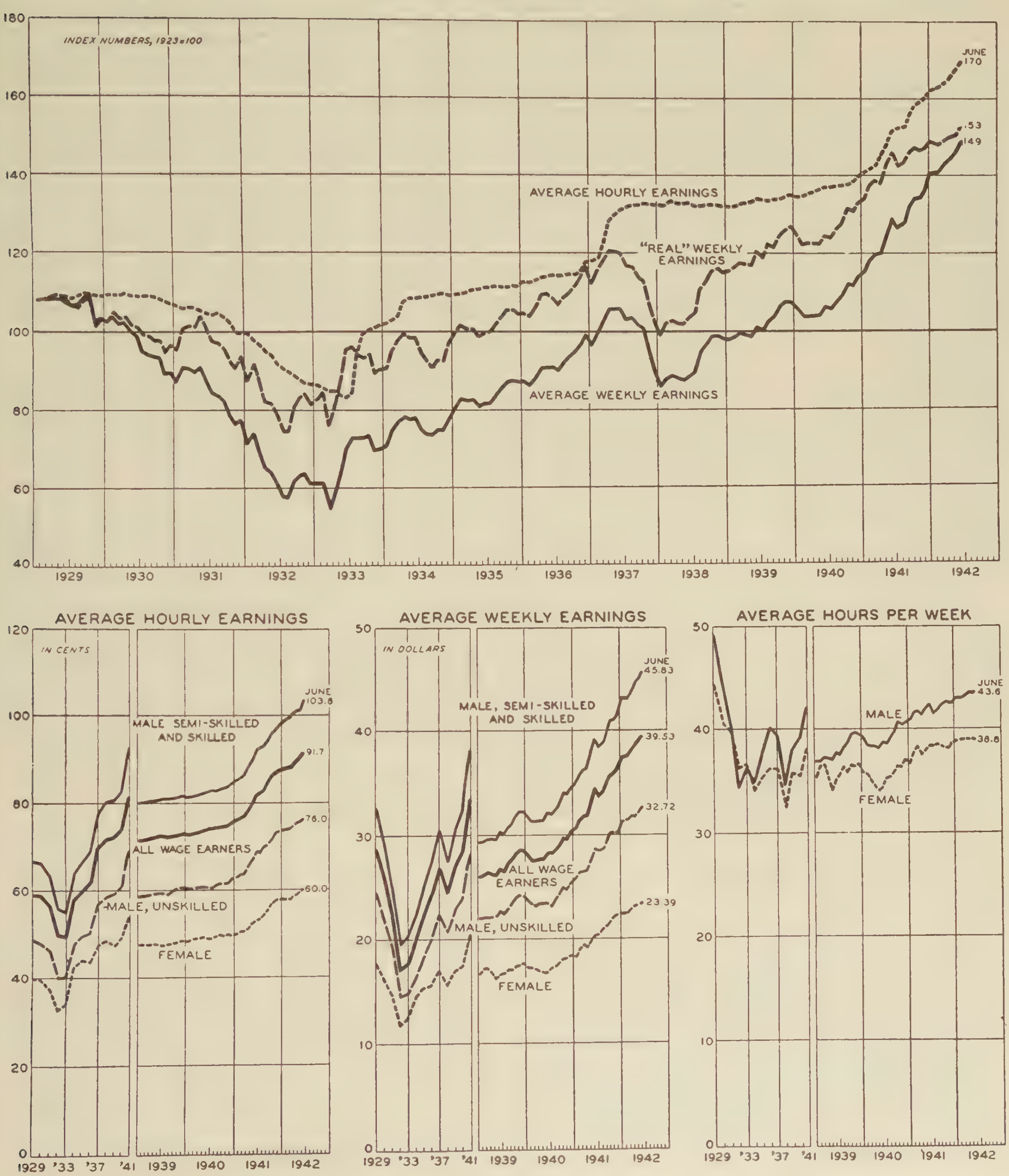
"*Real*" *weekly earnings*, or dollar earnings adjusted for changes in living costs, rose 1.3% in June because weekly earnings advanced and the cost of living remained unchanged. The June level was 5.0% higher than that a year earlier, and 42.4% higher than that for 1929.

Employment was increased 1.5%. It exceeded that of June, 1941, by 11.4%, and the average employment in 1929 by 33.2%.

Man hours, in advancing 1.7% above the May level,

WAGE EARNINGS IN TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: The Conference Board



EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, JUNE, 1942

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	June	May	June	May	June	May	June	May	June	May	June	May
Agricultural implement	$.820	$.812	$34.66	$34.10	42.3	42.0	$1.042	$1.017	$44.90	$43.88	43.1	43.1
Automobile[1]	1.052	1.091*r*	46.18	48.55*r*	43.9	44.5*r*	1.298	1.305*r*	58.15	59.77*r*	44.8	45.8*r*
Boot and shoe	.440	.442*r*	16.50	17.11*r*	37.5	38.7	.785	.784*r*	29.99	31.12*r*	38.2	39.7
Chemical	.823	.821	33.69	33.98	41.0	41.4	1.034	1.035	44.83	44.84	43.4	43.3
Rayon and allied products	.640	.637	24.48	24.86	38.3	39.0	.933	.937	37.42	37.61	40.1	40.1
Cotton—North	.635	.618	26.76	25.58	42.1	41.4	.725	.719	30.88	31.21	42.6	43.4
Electrical manufacturing	.811	.808	36.90	36.44	45.5	45.1	1.101	1.091*r*	52.41	52.04*r*	47.6	47.7*r*
Furniture[2]	.685	.697*r*	30.48	30.25*r*	44.5	43.4*r*	.884	.913*r*	36.60	39.90	41.4	43.7*r*
Hosiery and knit goods	.518	.520	21.38	21.59	41.3	41.5	.840	.810	33.85	33.33	40.3	41.1
Iron and steel[3]	.769	.764*r*	28.76	28.04*r*	37.4	36.7	1.063	1.055	41.35	39.98	38.9	37.9
Leather tanning and finishing	.622	.625	25.16	25.10	40.4	40.2	.868	.863	35.56	35.59	41.0	41.2
Lumber and millwork	.679	.656	28.70	26.93	42.3	41.1	1.002	.952	45.55	40.29	45.4	42.3
Meat packing	.732	.734	29.79	29.14	40.7	39.7	.908	.906	37.77	35.97	41.6	39.7
Paint and varnish	.748	.744*r*	30.44	30.73*r*	40.7	41.3*r*	.945	.939*r*	39.50	38.87*r*	41.8	41.4*r*
Paper and pulp	.708	.684	28.60	28.42	40.4	41.5	.889	.869	37.44	37.47	42.1	43.1
Paper products	.662	.650	26.81	26.69	40.5	41.0	.896	.885	36.80	37.41	41.1	42.3
Printing—book and job	.580	.577	24.24	24.52	41.8	42.5	1.106	1.105*r*	44.57	44.75*r*	40.3	40.5*r*
Printing—news and magazine	.688	.671	25.59	24.93	37.2	37.2	1.201	1.188	46.10	45.28	38.4	38.1
Rubber	.781	.738*r*	31.32	28.63*r*	40.1	38.8	1.145	1.128	48.06	46.52	42.0	41.2
1. Rubber tires and tubes	.828	.764*r*	31.88	28.50*r*	38.5	37.3	1.217	1.197	50.64	48.95	41.6	40.9
2. Other rubber products	.685	.685	30.17	29.67	44.0	43.3	1.008	1.001	43.01	41.91	42.7	41.8
Wool	.675	.685	27.77	27.24	41.1	39.8	.901	.893	38.07	37.80	42.3	42.3
1. Woolen and worsted goods	.691	.705	28.62	28.18	41.4	40.0	.894	.889	37.82	37.81	42.3	42.5
2. Other woolen products[4]	.645	.646	26.19	25.47	40.6	39.4	.908	.896	38.32	37.79	42.2	42.2
Foundries and machine shops	.829	.817	39.13	39.25*r*	47.2	48.0	1.069	1.040	51.62	50.55*r*	48.3	48.6
1. Foundries	.780	.778	34.01	34.87	43.6	44.8	1.043	1.036	47.64	48.09	45.7	46.4
2. Machines and machine tools	.858	.826	43.38	42.21	50.5	51.1	1.073	1.047	55.95	54.96	52.2	52.5
3. Heavy equipment	.838	.826	40.35	41.12	48.1	49.8	1.074	1.061	51.84	51.52	48.2	48.6
4. Hardware and small parts	.783	.770*r*	36.46	36.42*r*	46.6	47.3	.990	.965*r*	46.51	45.68*r*	47.0	47.3*r*
5. Other products	.855	.855	40.01	39.73*r*	46.8	46.4	1.097	1.044*r*	51.50	49.13*r*	46.9	47.0
24 INDUSTRIES[5]	$.760	$.753	$32.72	$32.40*r*	42.9	42.8	$1.038	$1.022	$45.83	$45.08*r*	44.0	43.9
Cement	$.718	$.681	$27.58	$25.92	38.4	38.1	$.832	$.794	$32.97	$31.40	39.6	39.5
Petroleum refining	.866	.861	33.43	32.46	38.6	37.7	1.174	1.171	43.91	44.03	37.4	37.6
26 INDUSTRIES[5]	$.760	$.753	$32.68	$32.34*r*	42.8	42.7	$1.039	$1.023	$45.69	$44.95*r*	43.9	43.8

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1] Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.

[2] Includes wood, metal, and upholstered household and office furniture.

[3] Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

[4] Principally rugs.

[5] Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

n.a. Not available for publication; included in total indexes.

*p*Preliminary

*r*Revised

were 14.3% more than during June, 1941, and 17.9% more than in 1929.

Payrolls rose 2.9% to 199.9 (1923 = 100) in June. They were 28.7% above those of June of last year and 84.4% above the 1929 average.

In June, 1942, more workers were employed in twenty-five manufacturing industries than ever before. Their hourly earnings were the highest averaged in any month since these surveys were begun. Since their average work week of 42.8 hours was the longest in recent years, their average weekly return of $39.53 was the highest yet recorded in these surveys. When considered in terms of the commodities and services that could be obtained, the weekly pay envelope of the average worker contained more than in any previous month.

Similarly, the American manufacturer employed more workers in June and paid them the highest payrolls for the greatest number of man hours of work since these surveys were initiated.

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Cost of Living, United States and 68 Cities, July

THE COST of living of families of wage earners and lower-salaried clerical workers in the United States rose 0.2% between June 15 and July 15, due entirely to an 0.8% advance in food costs. The other principal budgetary items either showed no change or declined fractionally, as follows: housing 0.2%; clothing, 0.1%; the fuel and light group and sundries each, no change. Over the year, the total cost of living advanced 9.7%, clothing prices having increased the most, 19.2%, and food prices next, 16.4%. Sundries rose 5.5%; housing 2.7%; coal 4.6%, while gas and electricity prices declined 0.2%. THE CONFERENCE BOARD's index for July, 1942, was still only 97.5% of the 1923 level. The purchasing value of the 1923 dollar amounted to 102.6 cents in July, 102.8 cents in June and 112.5 cents a year ago.

Between June and July the cost of living rose in 34 of the 67 cities for which THE CONFERENCE BOARD regularly compiles indexes. In 9 cities it remained unchanged and in 24, declined. The greatest advance occurred in Los Angeles and Sacramento, each up 1.1%. The largest decline, 0.6%, was indicated for three cities, Akron, Des Moines, and Pittsburgh. Since July, 1941, increases have taken place in all 67 cities for which data are available. These ranged from 15.6% in Oakland to 7.4% in Louisville.

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CHANGES IN THE COST OF LIVING, JULY, 1942

Item	Budgetary Weights[1]	Index Numbers, 1923=100			Percentage Changes	
		July, 1942	June, 1942	July, 1941	June, 1942 to July, 1942	July, 1941 to July, 1942
Food[2]	33	100.3	99.5	86.2	+0.8	+16.4
Housing	20	90.8	91.0	88.4	−0.2	+ 2.7
Clothing	12	88.0	88.1	73.8	−0.1	+19.2
Men's	..	97.6	97.8	81.4	−0.2	+20.0
Women's	..	78.4	78.3	66.1	+0.1	+18.6
Fuel and light	5	90.4	90.4	87.8	0	+ 3.0
Coal	..	92.8	92.8	88.7	0	+ 4.6
Gas and electricity[3]	..	85.7	85.7	85.9	0	−0.2
Sundries	30	104.1	104.1	98.7	0	+ 5.5
Weighted average of all items	100	97.5	97.3	88.9	+0.2	+ 9.7
Purchasing value of dollar	..	102.6	102.8	112.5	−0.2	− 8.8

[1] Relative importance in post World War I family budget.
[2] Based on THE CONFERENCE BOARD indexes of food prices, July 15, 1941; June 15, 1942 and July 15, 1942.
[3] Based upon retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas, or 2,000 cubic feet of manufactured gas.

COST OF LIVING OF WAGE EARNERS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, 1923=100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total	Coal	Gas and Electricity		
1941 July	88.9	86.2	88.4	73.8	81.4	66.1	87.8	88.7	85.9	98.7	112.5
August	89.4	87.3	88.6	74.5	82.0	66.9	88.6	90.0	85.9	98.8	111.9
September	90.8	89.4	88.9	76.9	84.8	69.0	89.4	91.1	85.9	99.8	110.1
October	92.0	90.7	89.2	78.3	86.2	70.4	90.0	92.0	85.9	101.5	108.7
November	92.9	92.2	89.5	79.6	87.3	71.9	90.2	92.4	85.9	101.9	107.6
December	93.2	92.6	89.9	80.1	87.8	72.3	90.3	92.5	85.9	102.2	107.3
1942 January	94.5	95.2	90.1	82.4	91.4	73.4	90.3	92.6	85.7	102.5	105.8
February	95.1	95.7	90.4	84.5	93.6	75.3	90.4	92.7	85.7	102.9	105.2
March	96.1	97.5	90.7	85.8	95.2	76.4	90.4	92.8	85.7	103.5	104.1
April	97.1	98.8	91.0	88.4	98.3	78.5	90.1	92.3	85.7	104.1	103.0
May	97.3	99.1	91.1	88.6	98.0	79.1	90.5	92.9	85.7	104.2	102.8
June	97.3	99.5	91.0	88.1	97.8	78.3	90.4	92.8	85.7	104.1	102.8
July	97.5	100 3	90.8	88.0	97.6	78 4	90 4	92.8	85.7	104.1	102.6

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 60 CITIES DURING JUNE AND JULY, 1942

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942
Akron					
Food	129.2	130.6	115.1	-1.1	+12.3
Housing	114.1	116.2	116.9	-1.8	-2.4
Clothing	121.0	120.8	98.9	+0.2	+22.3
Fuel and light	113.2	112.5	110.2	+0.6	+2.7
Housefurnishings	118.4	118.4*r*	101.1	0	+17.1
Sundries	105.1	105.1	99.9	0	+5.2
Weighted Total	117.3	118.0*r*	108.6	-0.6	+8.0
Atlanta					
Food	128.0	125.9	111.4	+1.7	+14.9
Housing	99.2	99.2	97.9	0	+1.3
Clothing	117.9	117.7*r*	99.5	+0.2	+18.5
Fuel and light	109.3	109.3*r*	100.5	0	+8.8
Housefurnishings	117.9	117.7	104.0	+0.2	+13.4
Sundries	104.9	104.9	100.8	0	+4.1
Weighted Total	113.4	112.8*r*	103.6	+0.5	+9.5
Baltimore					
Food	145.5	141.5	117.2	+2.8	+24.1
Housing	108.0	108.6	102.9	-0.6	+5.0
Clothing	119.3	120.0	100.0	-0.6	+19.3
Fuel and light	106.2	106.2	103.3	0	+2.8
Housefurnishings	129.3	129.0*r*	106.6	+0.2	+21.3
Sundries	101.8	101.8	100.6	0	+1.2
Weighted Total	121.5	120.3	107.1	+1.0	+13.4
Birmingham					
Food	134.1	134.2	115.9	-0.1	+15.7
Housing	106.5	106.5	103.8	0	+2.6
Clothing	124.7	124.4	102.4	+0.2	+21.8
Fuel and light	105.8	105.8	99.3	0	+6.5
Housefurnishings	117.8	117.8*r*	105.7	0	+11.4
Sundries	100.8	100.8	100.0	0	+0.8
Weighted Total	115.3	115.3	105.8	0	+9.0
Boston					
Food	131.3	129.6	109.4	+1.3	+20.0
Housing	103.7	103.7	103.0	0	+0.7
Clothing	125.1	125.0	99.9	+0.1	+25.2
Fuel and light	107.9	107.9	105.4	0	+2.4
Housefurnishings	128.0	128.0	109.0	0	+17.4
Sundries	103.9	103.9	101.9	0	+2.0
Weighted Total	116.9	116.2	105.1	+0.6	+11.2
Bridgeport					
Food	132.1	131.1	113.3	+0.8	+16.6
Housing	106.9	108.3	105.7	-1.3	+1.1
Clothing	120.4	120.7	102.2	-0.2	+17.8
Fuel and light	106.9	107.8	102.7	-0.8	+4.1
Housefurnishings	126.4	126.2*r*	107.6	+0.2	+17.5
Sundries	109.3	109.3	100.9	0	+8.3
Weighted Total	118.5	118.4	106.6	+0.1	+11.2
Buffalo					
Food	131.7	131.9	114.5	-0.2	+15.0
Housing	114.7	114.5	107.2	+0.2	+7.0
Clothing	117.8	118.7	99.2	-0.8	+18.8
Fuel and light	102.8	102.8	100.8	0	+2.0
Housefurnishings	124.1	123.8*r*	105.4	+0.2	+17.7
Sundries	103.6	103.5	101.6	+0.1	+2.0
Weighted Total	116.9	117.0	106.6	-0.1	+9.7
Chattanooga					
Food	141.1	139.0	118.7	+1.5	+18.9
Housing	103.7	103.7	100.8	0	+2.9
Clothing	118.0	117.8	99.7	+0.2	+18.4
Fuel and light	104.8	104.8	98.5	0	+6.4
Housefurnishings	121.5	121.5*r*	102.7	0	+18.3
Sundries	100.7	100.7	97.6	0	+3.2
Weighted Total	116.2	115.5	104.7	+0.6	+11.0
Chicago					
Food	124.2	124.4	113.0	-0.2	+9.9
Housing	105.5	105.4	99.9	+0.1	+5.6
Clothing	122.8	122.7	101.4	+0.1	+21.1
Fuel and light	99.7	99.8	95.9	-0.1	+4.0
Housefurnishings	125.1	125.1*r*	105.1	0	+19.0
Sundries	101.8	101.8	101.0	0	+0.8
Weighted Total	112.5	112.5	104.6	0	+7.6
Cincinnati					
Food	124.4	123.5	108.9	+0.7	+14.2
Housing	101.5	101.5	100.0	0	+1.5
Clothing	117.3	117.1	98.9	+0.2	+18.6
Fuel and light	105.6	105.6	104.0	0	+1.5
Housefurnishings	124.1	123.9	104.0	+0.2	+19.3
Sundries	104.1	104.1	102.1	0	+2.0
Weighted Total	113.1	112.7	103.8	+0.4	+9.0
Cleveland					
Food	126.2	127.0	111.6	-0.6	+13.1
Housing	104.7	104.7	104.3	0	+0.4
Clothing	127.1	126.8	101.2	+0.2	+25.6
Fuel and light	105.5	105.5	103.8	0	+1.6
Housefurnishings	118.2	118.2*r*	104.4	0	+13.2
Sundries	102.6	102.6	101.1	0	+1.5
Weighted Total	113.8	114.0	105.2	-0.2	+8.2
Dallas					
Food	143.1	143.0	113.1	+0.1	+26.5
Housing	104.2	104.2	99.6	0	+4.6
Clothing	122.6	122.5	100.6	+0.1	+21.9
Fuel and light	85.9	85.9	100.0	0	-14.1
Housefurnishings	127.9	127.9*r*	107.0	0	+19.5
Sundries	102.3	102.3	100.6	0	+1.7
Weighted Total	117.7	117.6	104.5	+0.1	+12.6
Dayton					
Food	122.0	123.0	105.9	-0.8	+15.2
Housing	*a*	*a*	*a*	*a*	*a*
Clothing	121.4	121.1	99.3	+0.2	+22.3
Fuel and light	105.3	105.3	102.7	0	+2.5
Housefurnishings	127.5	127.5*r*	111.6	0	+14.2
Sundries	102.4	102.4	101.1	0	+1.3
Weighted Total	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Denver					
Food	124.8	125.1	110.7	-0.2	+12.7
Housing	105.6	104.0	101.2	+1.5	+4.3
Clothing	120.6	121.7	100.1	-0.9	+20.5
Fuel and light	103.7	103.5	101.2	+0.2	+2.5
Housefurnishings	122.5	122.4*r*	102.3	+0.1	+19.7
Sundries	102.5	102.3	100.6	+0.2	+1.9
Weighted Total	112.7	112.5	103.9	+0.2	+8.5

Footnotes given on page 266

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 60 CITIES DURING JUNE AND JULY, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942
Des Moines					
Food	138.8	141.0	122.7	−1.6	+13.1
Housing	105.5	105.5	101.5	0	+3.9
Clothing	125.8	125.6	104.1	+0.2	+20.8
Fuel and light	114.7	114.7	107.0	0	+7.2
Housefurnishings	124.1	124.1*r*	100.9	0	+23.0
Sundries	101.3	101.3	99.8	0	+1.5
Weighted Total	118.4	119.1	108.3	−0.6	+9.3
Detroit					
Food	127.4	125.3	110.7	+1.7	+15.1
Housing	107.0	107.5	104.9	−0.5	+2.0
Clothing	116.6	116.6	99.0	0	+17.8
Fuel and light	109.7	108.8	107.9	+0.8	+1.7
Housefurnishings	132.9	132.9	109.7	0	+21.1
Sundries	101.0	101.0	99.6	0	+1.4
Weighted Total	113.9	113.3	104.9	+0.5	+8.6
Duluth					
Food	129.3	130.9	114.0	−1.2	+13.4
Housing	100.5	100.5	100.1	0	+0.4
Clothing	123.9	124.0	100.2	−0.1	+23.7
Fuel and light	99.2	99.2	98.6	0	+0.6
Housefurnishings	129.1	128.3*r*	105.9	+0.6	+21.9
Sundries	102.4	102.4	100.9	0	+1.5
Weighted Total	113.6	114.0	104.6	−0.4	+8.6
Erie, Pa.					
Food	133.8	132.5	110.6	+1.0	+21.0
Housing	109.9	109.9	104.2	0	+5.5
Clothing	131.3	132.4	103.1	−0.8	+27.4
Fuel and light	107.5	107.5	105.3	0	+2.1
Housefurnishings	129.8	129.8*r*	109.5	0	+18.5
Sundries	106.8	106.8	101.5	0	+5.2
Weighted Total	121.3	120.9	106.2	+0.3	+14.2
Fall River					
Food	137.4	135.9*r*	113.7	+1.1	+20.8
Housing	104.3	104.3	101.9	0	+2.4
Clothing	118.1	119.8	100.3	−1.4	+17.7
Fuel and light	102.9	102.7	100.3	+0.2	+2.6
Housefurnishings	114.3	114.3	106.2	0	+7.6
Sundries	105.2	105.2	102.8	0	+2.3
Weighted Total	117.9	117.5*r*	106.2	+0.3	+11.0
Front Royal, Va.					
Food	142.5	141.6	122.5	+0.6	+16.3
Housing	92.0	92.0	93.3	0	−1.4
Clothing	122.1	122.7	104.5	−0.5	+16.8
Fuel and light	103.5	103.5	102.3	0	+1.2
Housefurnishings	126.9	126.5	109.1	+0.3	+16.3
Sundries	106.2	104.1	101.2	+2.0	+4.9
Weighted Total	114.9	114.0	105.7	+0.8	+8.7
Grand Rapids					
Food	133.4	135.0	120.1	−1.2	+11.1
Housing	106.6	106.6	106.3	0	+0.3
Clothing	120.6	120.8	99.7	−0.2	+21.0
Fuel and light	108.1	108.1	105.4	0	+2.6
Housefurnishings	131.4	131.4	104.8	0	+25.4
Sundries	103.9	103.9	101.2	0	+2.7
Weighted Total	116.6	117.1	108.0	−0.4	+8.0
Houston					
Food	130.7	127.7	110.8	+2.3	+18.0
Housing	105.7	105.7	101.8	0	+3.8
Clothing	125.0	124.8	101.6	+0.2	+23.0
Fuel and light	92.3	92.3	92.3	0	0
Housefurnishings	126.9	126.8*r*	104.9	+0.1	+21.0
Sundries	104.4	104.4	101.7	0	+2.7
Weighted Total	114.9	114.1	104.0	+0.7	+10.5
Indianapolis					
Food	134.7	135.5	113.8	−0.6	+18.4
Housing	108.6	109.6	107.5	−0.9	+1.0
Clothing	119.2	119.3	100.7	−0.1	+18.4
Fuel and light	104.5	104.5	102.6	0	+1.9
Housefurnishings	112.1	112.1*r*	103.3	0	+8.5
Sundries	104.9	104.9	103.0	0	+1.8
Weighted Total	116.0	116.4	106.5	−0.3	+8.9
Kansas City, Mo.					
Food	115.5	114.7	102.0	+0.7	+13.2
Housing	101.7	101.7	100.4	0	+1.3
Clothing	121.5	121.2	99.3	+0.2	+22.4
Fuel and light	110.6	110.6	107.8	0	+2.6
Housefurnishings	120.9	120.7	104.2	+0.2	+16.0
Sundries	101.2	101.2	100.5	0	+0.7
Weighted Total	109.2	109.0	101.5	+0.2	+7.6
Lansing					
Food	144.9	145.2	123.2	−0.2	+17.6
Housing	98.0	98.0	98.0	0	0
Clothing	123.2	123.3	98.1	−0.1	+25.6
Fuel and light	101.6	101.6	97.7	0	+4.0
Housefurnishings	129.3	129.8	110.5	−0.4	+17.0
Sundries	104.1	104.2	100.8	−0.1	+3.3
Weighted Total	117.5	117.7	106.4	−0.2	+10.4
Los Angeles					
Food	133.1	129.3	112.9	+2.9	+17.9
Housing	104.2	104.6	99.8	−0.4	+4.4
Clothing	117.5	116.5	99.3	+0.9	+18.3
Fuel and light	96.2	96.2	96.2	0	0
Housefurnishings	123.8	123.7	107.1	+0.1	+15.6
Sundries	103.6	103.6	101.5	0	+2.1
Weighted Total	114.7	113.5	104.4	+1.1	+9.9
Louisville					
Food	123.5	124.0	109.9	−0.4	+12.4
Housing	104.9	104.9	104.6	0	+0.3
Clothing	119.1	121.1	100.6	−1.7	+18.4
Fuel and light	115.5	115.5	112.5	0	+2.7
Housefurnishings	127.6	127.5	109.2	+0.1	+16.8
Sundries	100.3	100.3	100.0	0	+0.3
Weighted Total	113.3	113.7	105.5	−0.4	+7.4
Lynn					
Food	135.9	135.6	117.5	+0.2	+15.7
Housing	104.1	104.1	102.9	0	+1.2
Clothing	120.9	123.7	101.4	−2.3	+19.2
Fuel and light	111.1	111.1	108.4	0	+2.5
Housefurnishings	125.6	125.6	105.1	0	+19.5
Sundries	104.8	104.8	102.4	0	+2.3
Weighted Total	119.4	119.7	108.4	−0.3	+10.1

Footnotes given on page 266

COST OF LIVING OF WAGE EARNERS AND LOWER SALARIED CLERICAL WORKERS IN 60 CITIES DURING JUNE AND JULY, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942
Macon					
Food	138.0	136.7	118.6	+1.0	+16.4
Housing	117.0	121.0	116.7	-3.3	+0.3
Clothing	116.5	116.3	99.1	+0.2	+17.6
Fuel and light	106.4	106.4r	103.7	0	+2.6
Housefurnishings	129.3	129.3	110.7	0	+16.8
Sundries	101.4	101.4	98.7	0	+2.7
Weighted Total	118.2	118.2r	107.8	0	+9.6
Manchester, N. H.					
Food	130.2	132.1	113.6	-1.4	+14.6
Housing	103.0	103.0	101.6	0	+1.4
Clothing	119.2	118.3	101.0	+0.8	+18.0
Fuel and light	105.5	105.5	100.0	0	+5.5
Housefurnishings	123.8	123.8	104.5	0	+18.5
Sundries	103.7	103.7	102.4	0	+1.3
Weighted Total	116.2	116.7	106.0	-0.4	+9.6
Meadville, Pa.					
Food	136.1	135.6	117.0	+0.4	+16.3
Housing	110.8	110.8	103.8	0	+6.7
Clothing	115.9	116.1	101.2	-0.2	+14.5
Fuel and light	105.7	105.4	102.8	+0.3	+2.8
Housefurnishings	125.0	124.6	110.4	+0.3	+13.2
Sundries	109.0	107.2	101.1	+1.7	+7.8
Weighted Total	118.6	118.0	107.0	+0.5	+10.8
Memphis					
Food	135.6	132.0	117.0	+2.7	+15.9
Housing	109.4	109.2	104.0	+0.2	+5.2
Clothing	121.0	120.9	100.2	+0.1	+20.8
Fuel and light	103.1	103.1	99.4	0	+3.7
Housefurnishings	127.4	127.4	105.1	0	+21.2
Sundries	103.4	103.4	102.0	0	+1.4
Weighted Total	116.9	115.9	106.4	+0.9	+9.9
Milwaukee					
Food	126.1	125.7	112.3	+0.3	+12.3
Housing	103.4	103.4	101.3	0	+2.1
Clothing	124.7	122.3	101.0	+2.0	+23.5
Fuel and light	103.6	103.6	97.6	0	+6.1
Housefurnishings	125.1	125.1	106.5	0	+17.5
Sundries	103.1	103.1	100.8	0	+2.3
Weighted Total	113.5	113.1	104.4	+0.4	+8.7
Minneapolis					
Food	130.0	130.0	115.9	0	+12.2
Housing	103.6	103.4	101.6	+0.2	+2.0
Clothing	124.0	123.7	101.8	+0.2	+21.8
Fuel and light	99.8	100.4	97.7	-0.6	+2.1
Housefurnishings	122.2	122.1	107.1	+0.1	+14.1
Sundries	110.4	110.5	102.5	-0.1	+7.7
Weighted Total	116.1	116.1	106.1	0	+9.4
Muskegon					
Food	137.8	137.1	123.7	+0.5	+11.4
Housing	115.2	115.2	116.2	0	-0.9
Clothing	120.3	120.4	98.2	-0.1	+22.5
Fuel and light	106.2	106.2	103.2	0	+2.9
Housefurnishings	118.7	118.7	104.7	0	+13.4
Sundries	105.7	105.7	101.4	0	+4.2
Weighted Total	119.1	118.9	110.3	+0.2	+8.0

City	Index Numbers Jan., 1939=100			Percentage Changes	
	July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942
Newark					
Food	124.3	124.7	111.3	-0.3	+11.7
Housing	101.4	101.4	101.1	0	+0.3
Clothing	120.2	121.0	100.5	-0.7	+19.6
Fuel and light	101.3	101.3	99.3	0	+2.0
Housefurnishings	129.0	129.0	105.3	0	+22.5
Sundries	102.9	102.9	100.6	0	+2.3
Weighted Total	112.5	112.7	104.5	-0.2	+7.7
New Haven					
Food	132.7	131.6	114.5	+0.8	+15.9
Housing	105.3	105.6	104.2	-0.3	+1.1
Clothing	120.0	119.9	102.2	+0.1	+17.4
Fuel and light	105.9	105.9	100.0	0	+5.9
Housefurnishings	124.9	124.9	106.4	0	+17.4
Sundries	102.7	102.7	101.7	0	+1.0
Weighted Total	116.5	116.2	106.7	+0.3	+9.2
New Orleans					
Food	133.3	133.3	115.3	0	+15.6
Housing	110.8	110.8	107.3	0	+3.3
Clothing	120.9	121.6	99.9	-0.6	+21.0
Fuel and light	103.2	103.2	99.9	0	+3.3
Housefurnishings	128.0	128.0	109.0	0	+17.4
Sundries	101.0	101.0	100.0	0	+1.0
Weighted Total	117.9	118.0	107.2	-0.1	+10.0
New York					
Food	128.8	127.2	110.2	+1.3	+16.9
Housing	100.7	100.7	100.4	0	+0.3
Clothing	113.0	113.2	98.6	-0.2	+14.6
Fuel and light	106.7	106.7	103.3	0	+3.3
Housefurnishings	127.3	128.8	106.6	-1.2	+19.4
Sundries	104.0	103.9	102.7	+0.1	+1.3
Weighted Total	114.0	113.5	104.6	+0.4	+9.0
Oakland					
Food	133.9	133.7	112.9	+0.1	+18.6
Housing	131.5	131.5	103.3	0	+27.3
Clothing	122.0	122.0	98.8	0	+23.5
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.4	119.5	102.5	-0.1	+16.5
Sundries	100.9	100.9	96.7	0	+4.3
Weighted Total	119.1	119.1	103.0	0	+15.6
Omaha					
Food	137.3	138.7	115.9	-1.0	+18.5
Housing	100.6	100.6	98.5	0	+2.1
Clothing	120.9	120.7	99.6	+0.2	+21.4
Fuel and light	103.6	103.6	99.9	0	+3.7
Housefurnishings	132.2	132.2	112.3	0	+17.7
Sundries	103.6	103.5	101.0	+0.1	+2.6
Weighted Total	116.5	116.9	105.4	-0.3	+10.5
Parkersburg, W. Va.					
Food	133.7	134.4	117.4	-0.5	+13.9
Housing	104.2	104.2	100.0	0	+4.2
Clothing	123.7	123.3	102.7	+0.3	+20.4
Fuel and light	94.4	94.4	94.4	0	0
Housefurnishings	123.9	123.8	106.5	+0.1	+16.3
Sundries	106.3	104.5	102.4	+1.7	+3.8
Weighted Total	117.8	117.5	107.2	+0.3	+9.9

Footnotes given on page 266

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 60 CITIES DURING JUNE AND JULY, 1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942
Philadelphia					
Food	136.5	133.5	112.7	+2.2	+21.1
Housing	102.9	103.0	100.9	−0.1	+2.0
Clothing	121.4	122.7	103.0	−1.1	+17.9
Fuel and light	107.2	107.2	102.3	0	+4.8
Housefurnishings	119.1	119.0	102.5	+0.1	+16.2
Sundries	102.6	102.5	101.1	+0.1	+1.5
Weighted Total	117.8	116.9	105.5	+0.8	+11.7
Pittsburgh					
Food	126.6	127.9	114.9	−1.0	+10.2
Housing	106.6	108.0	102.1	−1.3	+4.4
Clothing	124.2	124.0	100.3	+0.2	+23.8
Fuel and light	113.7	113.7	110.8	0	+2.6
Housefurnishings	117.1	117.1	103.2	0	+13.5
Sundries	104.6	104.6	102.1	0	+2.4
Weighted Total	115.5	116.2	106.7	−0.6	+8.2
Portland, Ore.					
Food	125.8	125.7	110.9	+0.1	+13.4
Housing	110.7	110.7	102.4	0	+8.1
Clothing	127.3	127.3	102.5	0	+24.2
Fuel and light	98.8	98.8	98.8	0	0
Housefurnishings	119.0	119.0	103.4	0	+15.1
Sundries	104.6	104.6	102.1	0	+2.4
Weighted Total	114.8	114.8	104.9	0	+9.4
Providence					
Food	139.2	136.6r	112.9	+1.9	+23.3
Housing	103.3	103.3	101.1	0	+2.2
Clothing	117.0	118.7	99.4	−1.4	+17.7
Fuel and light	99.3	99.3	99.6	0	−0.3
Housefurnishings	125.3	125.3	106.6	0	+17.5
Sundries	101.3	101.3	100.6	0	+0.7
Weighted Total	115.5	114.9r	104.4	+0.5	+10.6
Richmond					
Food	136.1	134.1	114.2	+1.5	+19.2
Housing	102.7	102.7	101.2	0	+1.5
Clothing	119.4	117.3	99.9	+1.8	+19.5
Fuel and light	103.9	103.9	98.7	0	+5.3
Housefurnishings	120.5	120.3	102.0	+0.2	+18.1
Sundries	102.6	102.6	100.1	0	+2.5
Weighted Total	115.1	114.2	104.4	+0.8	+10.2
Roanoke, Va.					
Food	137.7	136.2	117.6	+1.1	+17.1
Housing	121.4	121.3	118.5	+0.1	+2.4
Clothing	114.0	114.1	101.7	−0.1	+12.1
Fuel and light	99.7	99.2	98.1	+0.5	+1.6
Housefurnishings	121.9	121.9	105.3	0	+15.8
Sundries	110.8	109.0	101.4	+1.7	+9.3
Weighted Total	120.6	119.6	109.2	+0.8	+10.4
Rochester					
Food	134.0	134.2	117.3	−0.1	+14.2
Housing	103.9	103.9	102.4	0	+1.5
Clothing	127.0	126.7	102.1	+0.2	+24.4
Fuel and light	108.5	108.5	106.6	0	+1.8
Housefurnishings	135.1	135.1	108.6	0	+24.4
Sundries	111.9	111.9	102.9	0	+8.7
Weighted Total	118.9	118.9	107.5	0	+10.6
Sacramento					
Food	136.5	132.0	116.5	+3.4	+17.2
Housing	104.1	104.3	102.4	−0.2	+1.7
Clothing	119.1	120.5	101.3	−1.2	+17.6
Fuel and light	83.9	83.9	83.9	0	0
Housefurnishings	125.8	123.1	101.3	+2.2	+24.2
Sundries	103.6	103.6	101.3	0	+2.3
Weighted Total	115.3	114.0	105.2	+1.1	+9.6
St. Louis					
Food	132.8	133.0	115.3	−0.2	+15.2
Housing	106.0	106.5	101.2	−0.5	+4.7
Clothing	122.0	122.4	101.9	−0.3	+19.7
Fuel and light	118.1	117.2	114.2	+0.8	+3.4
Housefurnishings	118.3	118.1	103.3	+0.2	+14.5
Sundries	102.0	102.0	102.1	0	−0.1
Weighted Total	116.6	116.7	107.1	−0.1	+8.9
St. Paul					
Food	128.2	128.4	111.1	−0.2	+15.4
Housing	100.9	100.9	100.7	0	+0.2
Clothing	119.5	119.3	101.8	+0.2	+17.4
Fuel and light	99.9	99.9	97.5	0	+2.5
Housefurnishings	124.0	123.9	107.6	+0.1	+15.2
Sundries	106.3	106.4	102.5	−0.1	+3.7
Weighted Total	113.5	113.6	104.5	−0.1	+8.6
San Francisco					
Food	143.9	141.0	113.3	+2.1	+27.0
Housing	98.3	98.3	97.8	0	+0.5
Clothing	119.4	118.8	99.7	+0.5	+19.8
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.3	119.4	104.3	−0.1	+14.4
Sundries	101.1	101.1	99.3	0	+1.8
Weighted Total	116.5	115.5	103.2	+0.9	+12.9
Seattle					
Food	138.1	137.2	114.3	+0.7	+20.8
Housing	114.5	114.5	107.5	0	+6.5
Clothing	118.4	118.0	99.7	+0.3	+18.8
Fuel and light	109.2	109.2	100.0	0	+9.2
Housefurnishings	120.1	120.1	103.5	0	+16.0
Sundries	105.9	105.9	102.5	0	+3.3
Weighted Total	119.5	119.2	106.6	+0.3	+12.1
Spokane					
Food	122.4	123.3	110.2	−0.7	+11.1
Housing	102.2	102.2	99.6	0	+2.6
Clothing	121.4	121.4	98.9	0	+22.8
Fuel and light	99.2	99.2	98.2	0	+1.0
Housefurnishings	132.3	132.3	104.6	0	+26.5
Sundries	106.7	106.7	104.7	0	+1.9
Weighted Total	112.9	113.2	104.5	−0.3	+8.0
Syracuse					
Food	145.6	144.7	123.7	+0.6	+17.7
Housing	114.5	114.5r	100.2	0	+14.3
Clothing	124.9	125.0	98.5	−0.1	+26.8
Fuel and light	103.4	103.4	100.4	0	+3.0
Housefurnishings	144.0	144.0	111.4	0	+29.3
Sundries	107.6	107.6	101.8	0	+5.7
Weighted Total	123.4	123.1r	107.9	+0.2	+14.4

Footnotes given on page 266

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 60 CITIES DURING JUNE AND JULY, 1942—Continued

Source: The Conference Board Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942		July 1942	June 1942	July 1941	June 1942 to July 1942	July 1941 to July 1942
Toledo						**Wilmington, Del.**					
Food	132.0	134.1	111.1	−1.6	+18.8	Food	142.5	139.0	114.0	+2.5	+25.0
Housing	108.2	107.7	100.9	+0.5	+7.2	Housing	104.0	104.0	102.5	0	+1.5
Clothing	122.8	122.1	98.5	+0.6	+24.7	Clothing	124.5	123.9	102.5	+0.5	+21.5
Fuel and light	108.3	108.3	101.4	0	+6.8	Fuel and light	102.4	102.4	100.9	0	+1.5
Housefurnishings	120.2	120.6	105.8	−0.3	+13.6	Housefurnishings	115.0	115.1	101.3	−0.1	+13.5
Sundries	103.0	103.0	100.7	0	+2.3	Sundries	99.8	99.8	99.1	0	+0.7
Weighted Total	115.7	116.2	103.9	−0.4	+11.4	Weighted Total	118.2	117.1	105.1	+0.9	+12.5
Wausau, Wis.						**Youngstown**					
Food	135.7	135.8	118.8	−0.1	+14.2	Food	133.4	133.9	114.5	−0.4	+16.5
Housing	102.7	102.7	101.1	0	+1.6	Housing	105.9	105.9	107.8	0	−1.8
Clothing	122.5	122.6	100.0	−0.1	+22.5	Clothing	123.9	123.5	103.3	+0.3	+19.9
Fuel and light	102.0	101.7	97.5	+0.3	+4.6	Fuel and light	109.9	109.9	107.9	0	+1.9
Housefurnishings	123.6	123.8	104.6	−0.2	+18.2	Housefurnishings	132.8	132.8	103.2	0	+28.7
Sundries	103.4	103.4	100.7	0	+2.7	Sundries	105.8	105.9	102.6	−0.1	+3.1
Weighted Total	117.4	117.5	106.7	−0.1	+10.0	Weighted Total	119.3	119.5	108.4	−0.2	+10.1

*r*Revised *a*Data on rents for Dayton being revised *n.a.*Not available *p*Preliminary

"Fuel and light" is based upon retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas or 2,000 cubic feet of manufactured gas, and coal or other fuel for heating.

COST OF LIVING IN 8 CITIES, JUNE AND JULY, 1942

Source: The Conference Board Percentage Changes

City	June 1942 to July 1942	July 1941 to July 1942	City	June 1942 to July 1942	July 1941 to July 1942
Anderson, Ind.			**Lewistown, Pa.**		
Food	−0.2	+15.1	Food	+0.3	+19.3
Housing	0	+1.9	Housing	0	+3.8
Clothing	+0.6	+26.3	Clothing	−0.1	+15.8
Fuel and light	0	+2.7	Fuel and light	0	+3.0
Housefurnishings	0	+27.7	Housefurnishings	0	+16.2
Sundries	0	+2.4	Sundries	+2.0	+9.6
Weighted Total	0	+10.5	Weighted Total	+0.7	+12.5
Evansville, Ind.			**Rockford, Ill.**		
Food	−0.2	+15.3	Food	−0.7	+8.8
Housing	0	+0.2	Housing	−0.1	+9.7
Clothing	+0.1	+26.9	Clothing	−0.7	+18.3
Fuel and light	0	+5.2	Fuel and light	+2.6	+1.8
Housefurnishings	0	+24.5	Housefurnishings	0	+28.5
Sundries	0	+3.8	Sundries	0	+4.5
Weighted Total	0	+9.1	Weighted Total	−0.2	+9.1
Flint, Mich.			**Saginaw, Mich.**		
Food	−1.8	+20.9	Food	+0.3	+15.6
Housing	0	+0.4	Housing	0	+3.3
Clothing	+0.9	+25.8	Clothing	+0.8	+18.0
Fuel and light	0	+3.2	Fuel and light	0	+4.8
Housefurnishings	+1.7	+17.8	Housefurnishings	−0.1	+16.6
Sundries	0	+6.8	Sundries	0	+2.6
Weighted Total	−0.4	+12.3	Weighted Total	+0.2	+9.4
Joliet, Ill.[1]			**Trenton, N. J.**		
Food	+0.5	+18.7	Food	−1.0	+13.3
Housing	−4.0	+1.9	Housing	0	+7.6
Clothing	+0.8	+29.1	Clothing	+0.1	+40.5
Fuel and light	0	+4.2	Fuel and light	0	+5.6
Housefurnishings	+0.5	+41.5	Housefurnishings	+0.4	+21.3
Sundries	0	+3.0	Sundries	+2.4	+5.3
Weighted Total	−0.2	+12.8	Weighted Total	+0.2	+12.8

[1] Includes Lockport and Rockdale

Strikes and Turnover Rates

DURING THE month of June there were 192 strikes in progress which affected war production according to figures released by the National War Labor Board. This was a larger number than in May, when 144 strikes related to war plants were active. There was an increase of 85.5% in the number of man days lost. The estimated number of man days worked rose to 275 million days from 242 million. This increase was only 13.6%. As a result the percentage of time lost to time worked rose from .06% to .09%. The number of men involved rose 77.4% from 47,800 to 84,775.

The vital war work of the General Motors' Pontiac Motor Division and the Baldwin Rubber Company of Pontiac, Michigan, suffered from work stoppages, affecting thousands of workers, on July 31. They were sympathetic CIO stoppages climaxing the jurisdictional dispute of the CIO and AFL over efforts to organize the grocery clerks of the city. Most of the food stores had already been closed because of lack of supplies resulting from a trucking boycott or because of picket activity. Threats had also been made to tie up truck transportation throughout the whole state of Michigan. An appeal was made by C. E. Wilson, President of the General Motors Corporation for federal action, saying, "To shut down war production over a dispute involving grocery clerks . . . is more than a national disgrace . . . it approaches treason." Governor Van Wagoner of Michigan announced later that both unions had agreed to permit deliveries of foodstuffs, to remove all pickets, and to cease all interference with war production. They agreed to accept the decision of the arbiter named by the National War Labor Board.

On July 16, the NWLB ordered a wage increase of 44 cents a day for the 157,000 employees of the "Little Steel" companies. At the same time they established a national wage stabilization policy which is designed to maintain labor's purchasing power at January, 1941, levels. Living costs in the United States rose 15% from

LABOR DISPUTES ORIGINATING DURING JULY, 1942[1]

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
Manufacturing, Building and Mining				
American Car and Foundry Company	Berwick, Pa.	July 29	July 31	1,000
American Magnesium Corporation	Buffalo, N. Y.	16	18	1,000
Babcock and Wilcox Company	Bayonne, N. J.	8	9	538
Brown and Sharpe Manufacturing Company	Providence, R. I.	16	..	800
Building Tradesmen	Pittsburgh, Pa.	16	..	10,000
Curtiss-Wright Corporation	Beaver, Pa.	17	18	*n.a.*
Diamond Match Company	Oswego, N. Y.	18	..	300
Electric Storage Battery Company (Two plants)	Philadelphia, Pa.	14	15	3,200–3,400
Esmond Mills Incorporated	Esmond, R. I.	22	24	1,200–6,000
Ford Motor Company	Chicago, Ill.	20	..	225
Ford Motor Company	Detroit, Mich.	28	28	*a*
Ford Motor Company (Willow Run bomber plant)	Detroit, Mich.	16	16	*n.a.*
General Motors Corporation (Fisher Body Division, tank arsenal)	Flint, Mich.	15	22	*n.a.*
General Motors Corporation (Chevrolet plant)	North Tarrytown, N. Y.	10	20	1,000
General Motors Corporation (Frigidaire Division)	Dayton, Ohio	13	29	252
Jones and Laughlin Steel Corporation	Pittsburgh, Pa.	9	9	2,000
Mohawk Carpet Mills, Incorporated	Amsterdam, N. Y.	23	..	2,000
Monsanto Chemical Company[2]	Boston, Mass.	15	..	1,000
Republic Steel Corporation	Buffalo, N. Y.	28	28	200
Tennessee Products Corporation	Whitwell, Tenn.	20	..	800
Wright Aeronautical Corporation	Paterson, N. J.	24*b*	25*b*	*b*
Miscellaneous				
Bellevue-Stratford Hotel	Philadelphia, Pa.	13	13	540
Bus Drivers	Anniston, Gadsden, Huntsville, Ala.	28	..	200
Coal Truckers	Uniontown, Pa.	14	..	700
Maintenance Workers[3]	Detroit, Mich.	17	18	439
Municipal Employees	Dayton, Ohio	14	16	500
New York Telephone Company (Supply-truck drivers)	New York, N. Y.	11	15	150
Office Workers	Hollywood, Cal., New York, N. Y.	10	..	*c*
Pittsburgh Press	Pittsburgh, Pa.	29	31	*d*
Truck Drivers (Sanitation Department)	Atlanta, Ga.	21	..	213
Truck Drivers[4]	St. Louis, Mo.	21	22	3,000

[1] Incomplete report based upon available information published in the press.
[2] Two plants, Monsanto Chemical Company and its subsidiary, New England Alcohol Company.
[3] Department of Street Railways employees.
[4] Employees of terminal and transfer companies.

*a*6,000 River Rouge plant foundry workers and several hundred aircraft-engine plant workers.
*b*300 men stopped work for 15 minutes on July 24; 1000 men stopped 1 hour on July 25.
*c*Five studios in Hollywood out on July 13 (65 employees); 600 out in New York on July 30.
*d*Delivery truck drivers. *n.a.*Not available.

January, 1941, to May, 1942, according to the United States Bureau of Labor Statistics. Unless wage-rate increases of the same percentage amount had been received by the wage earner during that period, the Board contended that peacetime standards had been broken and the worker was entitled to an increase. It was explained that this particular period was chosen because it represented the early stages of the upward trend in wage rates and living costs after a long period of comparative stability.

Although the list of new strikes published here is by no means complete, it does show that war industry strikes were still being started during the month of July. They were of relatively short duration but, in many cases, they affected large numbers of workers. The East Paterson plant of the Wright Aeronautical Company had two brief stoppages, on July 24 when 300 workers stopped for fifteen minutes and on July 25 when 1,000 workers halted for an hour. They resulted from a dispute over an incentive bonus plan.

STRIKES IN WAR INDUSTRIES

Source: Joint Committee of Representatives from War, Navy, and Labor Departments, Maritime Commission, War Labor Board, and War Production Board

Period	Number of Strikes in Progress	Employees Involved (000)	Man Days Idle (000)
1941 December 8–31	7	2	59
1942 January	27	12	46
February	50	25	119
March	66	35	167
April	91	26	174
May	144	48	137
June	192	85	255

Many strikes not occurring in war industry plants nevertheless affected the work being done in them. Employees of the Detroit Department of Street Railways tied up a quarter of the city's transportation service on July 17. As a result, 310 regular workers were suspended and 118 probationary employees discharged.

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STRIKES, TURNOVER RATES, AND PRODUCTION

Date	All Occupations			Manufacturing					
	Strikes[1]			Production[2] (1935–1939 =100)	Turnover Rates per 100 Employees[1]				
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations				Accessions
	Number	Workers Involved (Thousand)			Total	Quits and Miscellaneous	Discharges	Lay-offs	
1929	921	289	5,352	110	75.23*a*	41.01*a*	9.04*a*	25.17*a*	67.61*a*
1930	637	183	3,317	90	59.65	18.64	5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66	2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16
1939	2,613	1,171	17,812	108	37.71	9.52	1.52	26.67	48.85
1940	2,508	577	6,701	124	40.27	12.54	1.84	25.89	52.72
1941	4,288	2,363	23,048	161	46.68	27.78	3.04	15.86	64.51
1941 January	240	92	663	139	3.41	1.62	0.18	1.61	5.54
February	257	72	1,135	144	3.15	1.76	0.19	1.20	4.92
March	348	118	1,558	149	3.40	2.13	0.21	1.06	5.62
April	403	512	7,113	153	3.89	2.45	0.25	1.19	6.04
May	463	321	2,172	160	3.86	2.54	0.24	1.08	5.95
June	357	143	1,504	165	3.71	2.42	0.26	1.03	6.31
July	439	143	1,326	164	4.24	2.55	0.29	1.40	6.00
August	465	212	1,825	167	4.14	2.71	0.30	1.13	5.43
September	470	295	1,953	172	4.53	3.06	0.31	1.16	5.16
October	432	198	1,925	173	4.13	2.44	0.28	1.41	4.87
November	271	228	1,397	173	3.51	1.83	0.24	1.44	3.91
December	143	30	476	171	4.71	2.27	0.29	2.15	4.76
1942 January	155	33	390	172	5.10	3.19	0.30	1.61	6.87
February	190	57	425	174	4.82	3.14	0.29	1.39	6.02
March	240	65	450	177	5.36	3.84	0.33	1.19	6.99
April	310	55	375	180	6.12	4.46	0.35	1.31	7.12
May*p*	275	58	325	183	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June*p*	350	100	550	186	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

NOTE—For back figures see *The Conference Board Economic Record*, June, 1942, p. 194. [1]United States Bureau of Labor Statistics. [2]Federal Reserve annual production data are averages of monthly figures. *a*June to December. *p*Preliminary. *n.a.*Not available.

Employment and Unemployment

THE DRAFTING of the nation's labor reserves by war production and military service was sharply accelerated in June. Total civilian and military employment rose to the unprecedented level of 56.4 million, as students free for the vacation months and other new workers were drawn into industry and agriculture. In the aggregate, about 1.1 million workers are estimated to have been added during the month, including about 600,000 in agriculture, just short of 150,000 in manufacturing, and fully 400,000 in the service industries and the armed forces.

This intensified resort to the labor reserves further widened the spread between the current level of employment and the number of persons normally in the working force. In the preceding month it was already apparent that the number at work was slightly greater than the estimated number of habitual workers available under peacetime conditions. New workers recruited in June raised the excess of employment over the "economic" labor force to almost 1.2 million. Thus, at the end of the seventh month of the war, the production load coupled with the fighting load required the services of a force not only equivalent to our 55.2 million habitual workers but of an additional 5% of the remaining population of working age. A year ago, in contrast, 1.6 million persons in the labor force were unemployed, while two years ago fully 6.5 million were jobless.

Not all lines or areas of industrial employment have shared in the abnormal job expansion. Unlike the previous month, a lower level of employment is indicated in construction, as well as in the depressed distributive trades and in mining. The total number engaged in trade, distribution and finance fell off by 83,000 in June, while the number on construction projects decreased by 40,000. In the former group employment was almost 300,000 less than a year ago, and the number in retail trade alone was fully 5% below 1941.

June Trends

Although the seasonal increase in the number at work on farms in June was anticipated, it was not expected that the volume of hired workers would rise as sharply as in peacetime years, since the supply of farm labor is at the lowest level on record. Nevertheless, the number of hired workers rose from 2,638,000 in May to 3,031,000 in June, duplicating the totals for the same months of 1941. Here the resort to the labor reserve towns and cities. Total farm employment for June was only 1.3% above 1941.

EMPLOYMENT AND UNEMPLOYMENT, JUNE, 1942

In Thousands

Distribution of Labor Force	June		1942		
	1940	1941	April	May *p*	June *p*
Total unemployment....	6,574	1,598	1,742	....	....
Excess of employment over economic labor force.	....	....	....	138	1,192
Total employment (including armed forces)..	47,746	53,168	53,388	55,305	56,395
Agriculture..............	12,165	11,807	10,140	11,356	11,963
Forestry and fishing.....	216	226	210	218	224
Total industry..........	16,395	19,777	20,663	20,989	21,123
Extraction of minerals..	741	764	793	790	784
Manufacturing.........	10,868	13,221	14,007	14,133	14,279
Construction...........	1,906	2,648	2,591	2,750	2,710
Transportation.........	1,925	2,128	2,237	2,279	2,306
Public utilities.........	956	1,016	1,035	1,038	1,044
Trade, distribution and finance...............	7,626	7,828	7,677	7,628	7,545
Service industries (including armed forces)......	10,380	12,409	13,525	13,921	14,336
Miscellaneous industries.	964	1,121	1,173	1,192	1,205
Emergency employment[1] *WPA, CCC, and NYA (out-of-school)*.........	*2,205*	*1,998*	*1,148*	*1,034*	*937*

[1] Not included in employment total
*p*Preliminary

Fully 14¼ million were engaged in manufacturing in June. Factory employment increased by almost 150,000 over May, and by a million during the past year. War production has also increased the relative importance of manufacturing employment. It now accounts for 35% of all nonagricultural civilian employment, as against 33% in 1941 and 31% in 1940. Employment in some of the converted industries gained sharply in June, including the automobile, carpet and rug, and tire industries. Offsetting the gains in these groups and in direct war industries was a reduction in the number of wage earners in the nondurable goods group, seasonal declines in the apparel industries, and unemployment resulting from material shortages.

Government emergency employment (WPA, CCC and NYA) dropped below a million, the lowest monthly total of work-relief personnel since 1933. Employment on regular federal services approached 2¼ million, or about 825,000 above the comparable number on federal payrolls a year ago.

Unemployment benefits paid continued downward for the third consecutive month. They totaled $30.2 million, or 5% less than in May, the previous low for the year. Increased payments, however, were reported in ten states including Connecticut, Illinois, New Jersey, New York, and Pennsylvania. Compensation claims indicate that war dislocations together with seasonal unemployment are creating large localized lay-offs in important industrial belts.

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Wage-Increase Announcements,[1] July 1 to July 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Allison Division, General Motors Corporation	Indianapolis, Ind.	5¢/hr.	....	To all employees. Retroactive to May 22, 1942
Atlas Steel Casting Company	Buffalo, N. Y.	10¢/hr.	....	New minimum: 80¢/hr.
Babcock & Wilcox Boiler Company	Barberton, O.	5¢/hr.	6,500	To day workers
		5%		To second shift workers
		7½%		To third shift workers
Sidney Blumenthal & Company	Shelton, Conn.	10%	....	To textile workers
Buchman Comfort Products Company	Cohoes, N. Y.	5¢ to 7½¢/hr.	200	To textile workers
California Shipbuilding Corporation	San Francisco, Calif.	8¢/hr.	40,000	Retroactive to April 1, 1942
Cuneo Eastern Press Company	Philadelphia, Pa.	7¢/hr.	20	To machinists
Diehl Manufacturing Company, subsidiary of Singer Manufacturing Company	Elizabethport, N. J.	5%	2,000	To piece work and day work employees
Dura Company, Division of Detroit Harvester Company	Toledo, O.	10¢/hr.	....	To tool and die department employees
Feltex Corporation	Rock Island, Ill.	8¢/hr.	758	
Fletcher Works	Philadelphia, Pa.	10%	350	To machinists
General Drop Forge Company	Buffalo, N. Y.	4¢/hr.	....	
Hampton Looms of Virginia, Inc.	Bedford, Va.	6¢/hr.	208	To textile workers
		4¢/hr.	112	
A. D. Julliard Company	Utica, N. Y.	15%	300	To workers at Chadwicks Silk Mill Branch
Lewis Engineering Company	Naugatuck, Conn.	5¢/hr.	....	To all employees
Mohican Company	Rochester, N. Y.	10%	200	To retail food employees
Monsanto Chemical Company	Everett, Mass.	6½¢/hr.	795	Includes New England Alcohol Company
Naval Torpedo Station	Newport, R. I.	8¢/hr.	....	New rates include: Toolmaker—1st class, $1.32; 2nd class, $1.26; 3rd class, $1.20. Metal patternmaker—1st class, $1.44; 2nd class, $1.38; 3rd class, $1.32. Machine shop precision operatives (women)—1st class, $1.08; 2nd class, $1.02; 3rd class, 96¢ Additional amount for direct supervision: Quartermen will receive 50¢ and leading men 25¢/hr. more than maximum pay for their trades
Owl Drug Company	Oakland, Calif.	$1–$1.50/day	100	
Phosphor-Bronze Smelting Company	Philadelphia, Pa.	8¢–13¢/hr.	250	To machinists
Portland Restaurant Association	Portland, Ore.	10%	4,000	To culinary workers
Remington Arms Company	Bridgeport, Conn.	5¢/hr.	....	To employees earning up to 80¢/hr.
		6¢/hr.	....	To employees earning from 81¢ to 95¢/hr.
		7¢/hr.	....	To employees earning from 96¢ to $1.20/hr.
		8¢/hr.	....	To employees earning from $1.21/hr. up
		$10/mo.	....	To all salaried employees in lower brackets
Royal Feed & Milling Company	Memphis, Tenn.	7½¢/hr.	100	New minimum: 42½¢/hr.
St. Louis Spring Company	St. Louis, Mo.	18%	145	Retroactive to June 19, 1942
Singer Manufacturing Company	Elizabeth, N. J.	5%	5,000	To piece work and day work employees
Standard Oil Company (N. J.)	Bayonne, Jersey City, and Linden, N. J.	5%	6,000	
Swift & Company	Seattle, Wash.	10%	60	New minimum rate: women, 69¢/hr.; men, 88½¢/hr. Retroactive to May 4, 1942
Thompson Grinder Company	Springfield, O.	10¢/hr.	250	
United States Envelope Company P. P. Kellogg Division	Springfield, Mass.	3%	....	To office workers. Retroactive to May 18, 1942
United States Navy Yard	Charleston, S. C.	8¢/hr.	....	To civilian employees
S. D. Warren Company	Cumberland Mills, Me.	3¢/hr.	....	To hourly paid employees
Waterbury Tool Company	Waterbury, Conn.	10¢/hr.	....	To machinists
Weirton Steel Company	Weirton, West Va.	5½¢/hr.	10,000	To wage earners
		5%	1,100	To salaried workers
				Retroactive to January 1, 1942
Youngstown Sheet & Tube Company	Youngstown, O. and Chicago, Ill.	5½¢/hr.	25,000	
4 Flour and Feed Mills	Buffalo, N. Y.	5¢/hr.	600	New basic rate: 85¢/hr. Mills involved: Eastern States Milling Corp., Maritime Milling Co., Inc., Pratt Food Co., and Hecker H-O Division of Hecker Products Corp.
4 Motion Picture Companies	New York City	10%	1,500	To office employees. New minimum: $20/wk.
12 Optical Firms	Kansas City, Mo.	$3/wk.	250	To apprentices
		$4/wk.		To journeymen

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[1] Includes salary-increase announcements.

Questions and Answers

Submitting a Case Before WLB

Question: A deadlock in union negotiations has developed in our company. What requirements must be met in order to present this case to the War Labor Board? Can you advise us on the correct procedure in order to place the issues before the Board?

Answer: In the matter of requirements to be met, these are set forth in the executive order creating the National War Labor Board.[1]

> This order does not apply to labor disputes for which procedures for adjustment or settlement are otherwise provided until those procedures have been exhausted.
>
> The procedures for adjusting and settling labor disputes which might interrupt work which contributes to the effective prosecution of the war shall be as follows: (a) The parties shall first resort to direct negotiations or to the procedures provided in a collective-bargaining agreement. (b) If not settled in this manner, the Commissioners of Conciliation of the Department of Labor shall be notified if they have not already intervened in the dispute. (c) If not promptly settled by conciliation, the Secretary of Labor shall certify the dispute to the Board, provided, however, that the Board in its discretion after consultation with the Secretary may take jurisdiction of the dispute on its own motion. After it takes jurisdiction, the Board shall finally determine the dispute, and for this purpose may use mediation, voluntary arbitration, or arbitration under rules established by the Board.

It is evident from this excerpt that not until all available machinery for settlement has been utilized and found unavailing will the War Labor Board recognize the existence of a situation coming within its jurisdiction. To attempt to have a case certified until all other means of adjustment have been tried would merely result in having the Board refer the case to the conciliation division of the Department of Labor or hand the case back for further negotiation by the parties involved.

The first step in attempting to place a dispute before the War Labor Board is to notify the Conciliation Service of the Department of Labor. A Commissioner of Conciliation will be sent to investigate and attempt to mediate the dispute. If he fails to do so, he will request the Secretary of Labor to certify the case to the War Labor Board. Either party to the dispute may request the assistance of the Conciliation Service, or a joint request may be made.

The parties cannot, however, remove the dispute to the WLB. This can be done only by the Secretary of Labor acting upon the request of the Conciliation Service, or for the Board to assume jurisdiction on its own motion, after consultation with the Secretary of Labor. This latter procedure has been exercised only once.

Smoking During Working Hours

Question: We have noticed with interest the recent cases of misunderstanding between employer and employees over the question of whether factory workers should be allowed to smoke on the job. What is the prevailing practice in industrial plants?

Answer: Three hundred and eighty-eight companies reported their policy on workers (male) smoking during working hours in connection with a CONFERENCE BOARD survey of personnel practices conducted in 1940. Following is a summary: smoking permitted in some degree, 179 companies (46.1%); smoking not permitted, 209 companies (53.9%). Of the 179 companies in which smoking is allowed in some degree, the various types of restriction and the number of companies reporting each one follows: smoking allowed only where no fire hazard exists, 56; during rest periods only, 17; in rest or washrooms or lunchrooms, 20; in certain departments, 48; outside buildings, 1; up to foreman, 1; no restriction, 30.

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[1] Executive order No. 9017

Chronology of Events Affecting Labor Relations, July 1 to July 31

July

1 *Close Vote Bars Decision*—Vote for collective bargaining agency in propeller plants of Curtiss-Wright Corporation is so close that NLRB Regional Director withholds certification of any union. During poll AFL secured 1,472 votes, CIO 1,468, while 1,303 voted for no union.

2 *Court Bars Untruthful Picketing*—California Supreme Court holds that false statements on signs and banners carried by pickets were cause for an injunction. Banners had claimed company was involved in strike while in reality no labor dispute existed.

5 *Birth Certificate Unnecessary for War Work*—Chairman of War Manpower Commission states that birth certificate to prove American citizenship will no longer be needed by persons seeking jobs in plants where work on secret or confidential contracts is being done. A simple declaration that the applicant is a citizen, signed by applicant in presence of an Army or Navy district procurement

factory or plant protection representative, will be sufficient.

7 *Most War Workers Union Members*—War Production Drive headquarters announces that according to survey at least 72% of 2,000,000 men in plants with labor-management committees are members of unions. Of 922 plants surveyed, 38.5% of total employees are affiliated with CIO and 12.1% with AFL. In the case of the remainder, affiliation is unknown or with various organizations including independent unions.

8 *"Illness" Causes Strike*—War construction at five Rochester (N. Y.) plants is hampered by refusal of 30 hoisting engineers to report for work because of "illness" which their union agent indicated might be cured by wage increase.

Bargaining Right Held Exclusive—NLRB holds in case of J. I. Case Company that under Labor Relations Act employers must deal with duly designated representatives of their employees and that this requirement supersedes freedom of contract which employer may have enjoyed prior to enactment of the statute or before the bargaining agent has been duly chosen.

11 *Musicians' Union Starts Controversy*—As a result of pressure from president of the American Federation of Musicians, the National Broadcasting Company cancels broadcast by high school orchestras which has been summer feature for past 12 years. Ground for union action was that participants were not professional musicians and such broadcasts tended to reduce opportunities for work of union members.

Large Gains in War Employment—Chairman of War Manpower Commission announces that on July 1 about 12,500,000 persons were working in direct war employment, which had virtually doubled since Pearl Harbor. Developing labor shortages would call for best possible use of all labor reserves.

13 *OPA Enters Wage Picture*—District OPA Administrator in Los Angeles tells Federal Aircraft Wage Stabilization Conference that his office disapproved of the 50% to 60% wage increase proposed by aircraft unions. He maintained that no groups could escape the lowering of standards in living which was imminent.

Basis Announced for War Calls—Selective Service System announces order in which dependency causes will result in deferment of military service—registrants divided into seven classes to be called in order from Class 1, including single men with no dependents, to Class 7, including married men who are engaged in the war effort and who maintain a bona fide family relationship with wife and children or children only.

16 *WLB Formally Announces Decision in "Little Steel" Case*—Long-awaited decision provides 44¢-a-day wage increase, maintenance of membership, and the check-off. Decision enunciates that workers are entitled to an increase compensating for rise in living costs. Taking January, 1941, as base, the board finds a 15% increase in costs as of May 1, 1942, and applies this percentage in determining wage increase.

Wage Parleys Stalemated—Meeting of Aircraft Wage Stabilization Conference, attempting to arrive at a wage formula for aircraft industry, adjourned without reaching any agreement.

17 *Unions Capitalize "Little Steel" Decision*—Policy-making committee of United Steel Workers (CIO) accepts wage decision of War Labor Board and plans to demand that other steel companies increase wages proportionately.

18 *Army and Navy Set Labor Policy*—Army and Navy announce labor policy to be followed in 100 government-owned and privately operated plants. Policy was worked out in collaboration with AFL and CIO and is aimed to facilitate management-union dealings.

21 *Labor Warned of Treason*—Wayne L. Morris, a public member of WLB, warns labor that laws against treason will be applied to anyone in a labor organization who tries to bring about a work stoppage over jurisdictional disputes.

22 *Maintenance of Membership Again Granted*—WLB directs J. I. Case Company to include a maintenance of membership provision in its contracts with UAW–CIO with employer members dissenting. Request of union for check-off denied by the board.

26 *Rival Labor Federation Projected*—Representatives of strong independent union groups meet in Chicago to consider formation of federation of independent unions.

27 *Pay Rise Barred on WLB Formula*—With labor members dissenting, War Labor Board refuses to grant general wage increase in plants of Remington Rand Company on ground that existing increases have complied with its requirement that cost of living rise be provided for.

Soldiers to File for Aid—Adjutant-General's office announces that by first of month it will take applications for allowances for soldiers' dependents in accordance with recently enacted Servicemen's Dependents Allowance Act. Application forms are being distributed to all Army organizations throughout the world.

28 *WLB Warns of Compulsory Arbitration*—War Labor Board warns AFL and CIO that if they fail to settle jurisdictional dispute at General Motors Corporation, Frigidaire Division in Dayton, Ohio, by specified time, it would appoint an arbitrator whose decision would be final and binding.

48 Hours Urged as Work Ceiling—Eight government agencies unite in issuing statement in which 48 hours per week is held as an optimum work week from standpoints of health and efficiency for workers in war plants.

29 *War Plant Can Bar NLRB*—Federal judge holds that a company engaged in secret war production was within its rights in denying an NLRB agent access to its plant. Judge also rules that company could deny access to its plants to solicitors for any purpose and that defendants may not, either by persuasion or threats, cause an employee engaged in the service of a war plant to leave that service to engage in the service of another war plant.